

# THE LABOUR GAZETTE

DECEMBER 1954

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Rise in Wage-Rate Index

New Year Messages



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# THE LABOUR GAZETTE

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## manpower and labour relations

### REVIEW

Economics and Research Branch, Department of Labour, Canada

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#### Current Manpower Situation

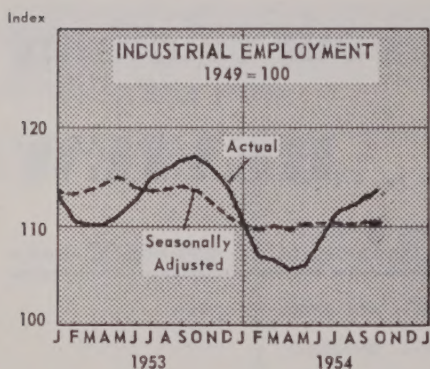
**E**MPLOYMENT continued to be well sustained during November, as activity in residential construction reached record levels and as hiring in lumbering, logging and mining continued to increase. Employment in agriculture remained well above last year's level, despite the usual sharp seasonal drop during the month. Manufacturing activity was stable, although production and employment were still five and six per cent lower, respectively, than a year earlier. Because of the increase in agriculture, more people held jobs in November than a year earlier. However, since the growth of the labour force exceeded the increase in the number of jobs, unemployment continued higher than last year.

Reduction in farming operations dominated labour market developments during November. Harvesting continued later than usual this year; with its completion employment in agriculture declined about 90,000 from its seasonal peak. Many of these agricultural workers withdrew from active participation in the labour force for the winter months. Others turned to alternative employment in such industries as forestry, mining or fishing.

A number of relatively small changes in employment occurred in other industries. Food processing operations dropped sharply from the October peak and construction began to fall off, although the level of activity was well maintained for the time of year. Offsetting increases were evident in retail trade and pulpwood cutting, which reached a peak during November. As a result, the number of persons with non-agricultural jobs increased by some 15,000. This contrasts sharply with the same period in 1953, during which the number of non-agricultural workers declined by an estimated 35,000.

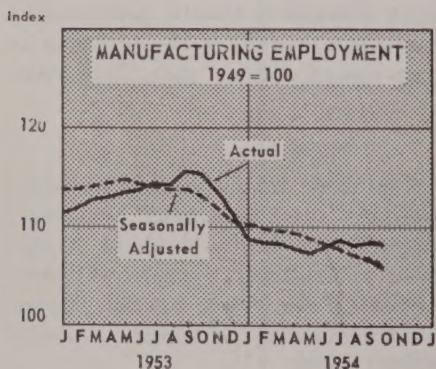


Because of the well-sustained level of activity, the year-to-year difference in unemployment indicators diminished during the month.



Persons without jobs and seeking work, according to the monthly Labour Force Survey estimates of the Dominion Bureau of Statistics, increased to 214,000 in the week of November 20, a total 62,000 higher than a year earlier. Job applications registered with the National Employment Service numbered 298,600 on November 18, an increase of 32,500 over the figure for November 19, 1953.

The underlying stability of labour requirements during November continued the trend that has been evident since mid-summer. One probable cause is that the adjustment of inventories in industry, which has been in progress for more than a year, has almost run its course. This has been reflected in a moderate recovery in some industries, one of which is discussed in some detail below. So far, however, the improvement has been limited mainly to the non-durable sector of manufacturing.



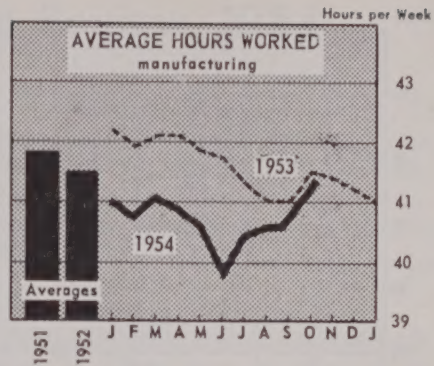
Sustained or increased export demand for many products has also had a significant effect on the level of employment. The situation and outlook in non-ferrous metal mining, smelting and refining, for example, has improved steadily through the summer, chiefly because of a rising demand for base metals in Europe and the United States. Similarly, substantially greater export volumes of newsprint, lumber, wood pulp and fish have been either partially or mainly

responsible for higher year-to-year employment levels in these industries. Employment gains in these industries have been most marked in British Columbia and in the Atlantic provinces, owing to the relatively strong influence in these regions of export demand for these products.

The pattern of construction activity has also tended to bolster the employment level this fall. In 1954, the emphasis in building activity shifted away from large engineering projects and defence construction to commercial, institutional and residential building, much of which did not get underway until mid-summer. The change in type of construction, together with the restraining effect of bad weather this spring, shifted the weight of construction activity to the second half of the year.



The upturn in economic activity has been reflected in the length of the work week. The trend of average hours worked per week turned downward in September 1953 and remained well below the figures for a year ago. As with employment, the upturn in hours has been more marked in non-durable goods manufacturing industries and mining, although other sectors have also shown some rise.



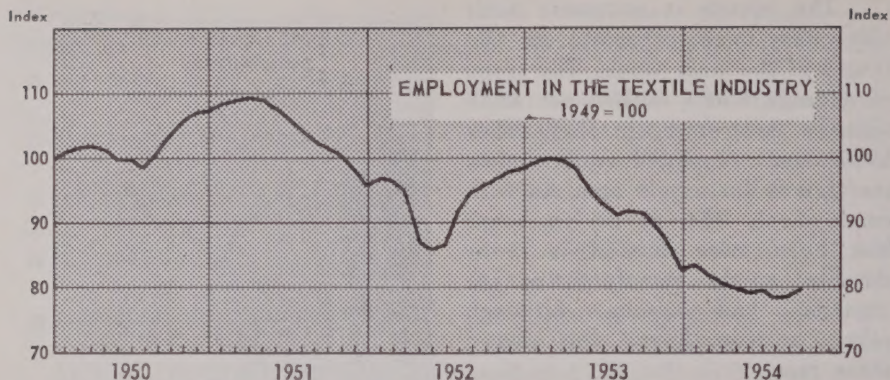
## The Textile Industry

Since 1950 activity in the Canadian textile industry has undergone wide swings and employment levels have shown variations of between 25 and 30 per cent.

In the latter half of 1950, following the outbreak of war in Korea, a strong buying movement developed throughout the textile trades. During the next 12 months, accompanying an increase in mill activity, employment increased by 8 per cent to the highest level ever attained in the industry. There was an abrupt reversal of this upward trend in the spring of 1951, however, when a major break in the textile market occurred. From April of that year, employment dropped sharply. What proved to be heavy overbuying throughout all stages of the textile industry, a general weakening of prices for natural fibres, the implementation of tighter credit policy, which worked against operators in the secondary trades with excessive stock holdings, were some of the major factors responsible for the downturn. A simultaneous decline in the textile industry in the United States added to the difficulties of the Canadian industry through the increased pressure by U.S. producers to raise export shipments. Activity and employment continued to decrease in the industry through the remainder of 1951 and into 1952 and during the summer of 1952 strike action by five Quebec cotton mills further added to the downward trend. From the peak in April 1951 to the summer of 1952, employment declined more than 20 per cent.

From the summer of 1952 to the summer of 1954, retarding influences continued to depress the industry and to hold activity well below the 1950-1951 levels. There was an upward movement in the second half of 1952 but it did not reflect a general revival in the industry and the downward trend was again established early in 1953. At August 1 of this year, employment in the industry reached its lowest point in the postwar years, the decline from the 1951 peak totalling 28 per cent or an estimated 20,000 workers.

During the past three years, the textile industry, including the secondary manufacturing industries, has been characterized by continued efforts to liquidate inventories. For this reason and because of the lack of the stimulant of improved expectations, buying has been extremely



cautious throughout all sectors of the industry. Customary forward commitments have been almost non-existent and ordering has been reduced to small-lot placements to cover immediate requirements. Imports have acted as a continual deterrent, depressing prices, further disrupting established buying patterns and generally preventing the gain in confidence necessary for any improvement.

The low level of activity in the textile industry during the past three years has had a particularly disturbing effect in towns where textile activity is the major or sole source of employment. Lay-offs and short-time operations in such towns have resulted in an increase in unemployment and a general lowering in the local level of economic activity. Towns and small cities in the Eastern Townships of Quebec and in the Ottawa Valley have been the most severely affected.

Since August of this year, however, there have been fairly firm indications of some improvement in the industry. This is particularly true for cottons, but there is also evidence of improvement in the other major divisions. Between August and October, the latest date for which employment statistics are available, this improvement has been reflected in only minor employment gains. Increases, however, have been recorded for three consecutive months; this is the first occurrence of a steady month-to-month rise since early in 1953.



# Collective Bargaining Review, 1954

**D**URING 1954 collective bargaining agreements were reached, in general, only after prolonged negotiations. Many differences were dealt with by conciliation officers and boards of conciliation. Not infrequently further extensive negotiations took place following the recommendations of boards of conciliation. In some cases, more particularly towards the end of the year, work stoppages occurred involving large bargaining units of workers.

As during the previous several years, requests by unions for wage increases were major bargaining issues in 1954. Some levelling-off in economic activity, however, made wage bargaining more difficult than previously. Wage data compiled in the Economic and Research Branch indicates that a larger proportion of agreements signed in 1954 failed to provide wage increases than during the previous three years. Furthermore, the wage increases negotiated tended to be for lesser amounts than in former years. (L.G., Nov., pp. 1528-29).

In 1954, however, considerable emphasis was placed by unions on demands for improvements in so-called "fringe benefits", including vacations with pay, paid statutory holidays and group insurance plans. In fact, a few unions concentrated their entire bargaining efforts on "fringe benefits" for the 1954 contract, notably the unions of non-operating employees on the railways and the International Woodworkers of America, representing loggers and sawmill employees at the West Coast.

Considerable publicity was given to the question of the guaranteed annual wage but it did not play any significant part in bargaining during the year. One union, the United Automobile Workers of America, indicated that a guaranteed wage will be a subject of serious bargaining next year and several other international unions also announced an intention to include the guaranteed annual wage in forth-coming demands.

## Bargaining by Industry

Early in the year, negotiations were under way for employees in a number of industries including the railways, important sections of the manufacturing industries, construction, and storage. For most of these, bargaining and conciliation extended well into the second half of the year and a number of disputes remained unsettled at the time of writing. The more important contracts still unsettled at mid-December, as well as a number recently settled, are dealt with below.

**Railways** - After bargaining had failed to bring any substantial measure of agreement between the railways and the several unions representing their approximately 145,000 non-operating employees, a board of conciliation was established early in the year. The recommendations of the board, which only partially met the requests of the unions for fringe benefits, including paid statutory holidays, increased vacations, sick leave with pay and premium pay for work on Sunday as such, were made public in April.

Both parties refused to accept the recommendations. Further bargaining failed to bring agreement and negotiations were discontinued in June. Following a membership vote taken during June and July, which favoured a strike, the differences were submitted to arbitration.

The award of the arbitrator, Chief Justice Sloan of British Columbia, made in November, provides five paid statutory holidays and three weeks' vacation after 15 years of service. The unions had requested eight paid statutory holidays and vacations ranging to a maximum of four weeks from the present maximum of two weeks. Their requests for a paid sick leave plan and premium rates for work on Sunday as such were rejected.

Requests by the Brotherhood of Maintenance of Way Employees for wage increases and other benefits on behalf of railway extra gang employees were referred to a conciliation board earlier in the year. The report of the board, released in December, recommends a reduction in hours from 54 to 50 per week and a wage increase to maintain take-home pay.

Among the operating trades, agreements were signed early in the year between the Brotherhood of Locomotive Engineers and the Companies and between the Brotherhood of Locomotive Firemen and Engineers and the Canadian Pacific Railway Company. However, a contract dispute between this union and the Canadian National Railways was referred to a conciliation board. At the time of writing, the board was still functioning.

**Basic Steel** – Agreements reached early in the fall between the Steel Co. of Canada, Limited, Hamilton, the Algoma Steel Corporation, Limited, Sault Ste. Marie, and the United Steelworkers of America provided a wage increase of 5 cents an hour and some improvements in fringe benefits. The agreements followed months of bargaining and conciliation over demands of the union for a wage increase of 8½ cents an hour and other benefits.

At mid-December a conciliation board considering differences between the Steelworkers' union and the Dominion Steel and Coal Company, Limited, at Sydney recommended an increase of 5 cents an hour and other benefits.

**Automobiles** – Bargaining followed by conciliation, which has extended over most of the year at the Ford Motor Co. of Canada, Limited, and the Chrysler Corporation of Canada, Limited, had not produced agreements by the middle of December. There were no indications of settlement in the strike of almost 8,000 employees of Ford plants at Windsor, Oakville, and Toronto, who have been on strike for several weeks.

The United Automobile Workers of America had originally demanded a 30-cents-an-hour wage increase and many other changes in its contracts. The union also sought to have all plants of the company included under one agreement. Subsequently the union scaled down its wage demand to 15 cents an hour. A board of conciliation recommended against any wage increase and many of the other changes requested by the union.



The union made similar demands on behalf of Chrysler workers. A conciliation board dealing with this dispute made recommendations similar to those in the Ford dispute early this month. At the middle of the month it was reported that the union had the authority of the membership to call a strike but that further attempts would be made to negotiate an agreement. The other major producer, General Motors of Canada, Limited, has a 5-year contract that remains in force until next summer.

**Primary Textiles** – Bargaining in this industry reflects the depressed business conditions in textiles. Thus, a substantial number of contracts were renewed throughout the year without provisions for any upward adjustments in wage rates. A board of conciliation dealing with differences between the Dominion Textile Company Limited for a number of plants in the province of Quebec and the National Federation of Textile Workers recently rejected a union demand for a wage increase of 10 cents an hour. At mid-December it was reported that employees had voted in favour of strike action if necessary.

**Grain Elevators** – A dispute between operators of grain elevators at the Lakehead and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees has remained unsettled since early in the year. A board of conciliation, in a report signed December 11, recommended a 3-per-cent increase in wages. The board reported that other matters in dispute had been settled.

**Agricultural Implements** – Negotiations began in January between Massey-Harris-Ferguson Limited and the United Automobile Workers for employees in plants of the company at Toronto, Woodstock and Brantford. After a conciliation board had recommended against the union's proposal for a wage increase of 10 cents an hour, workers at the Toronto plant went on strike on September 11. Workers at the plants in the other two cities accepted the recommendation of the board.

The strike at Toronto was terminated on November 29. A new agreement provides small wage increases for a limited number of employees and increases in the company payments to a health and welfare plan.

## **Work Stoppages**

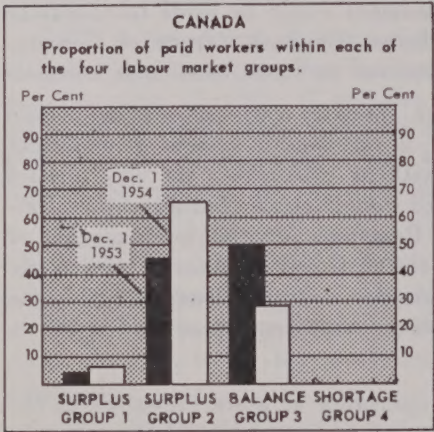
Preliminary figures compiled in the Department of Labour show that the time loss resulting from work stoppages during October and November was considerably greater than in previous months and also than in the same months of 1953. The time loss for October and November this year was 309,986 man-days and 326,460 man-days respectively, compared with 267,623 and 286,643 man-days for the same months of 1953.

For the first 11 months this year, preliminary figures record 162 strikes and lockouts involving 61,176 workers and a time loss of 1,231,319 man-hours. For the same period in 1953 the figures are 167 stoppages, 54,800 workers, and 1,059,450 man-days.

## **Workers under Collective Agreements**

Preliminary figures show that in 1953 workers covered by collective agreements in Canada numbered 1,538,323. This is a 2.2-per-cent increase over the previous year.

# Manpower Situation in Local Areas



SEASONAL influences played a major part in determining employment levels in most areas during November. The largest single factor was the cut-back in agriculture, affecting some 90,000 workers. A smaller number of workers was laid off because of seasonal declines. Some of the workers laid off were absorbed into forestry and by the retail trade, in which activity was approaching a pre-Christmas peak.

The effect of these developments was to increase available labour surpluses, particularly in the Prairie and Quebec regions. Altogether, 38 of the 109 areas in the monthly survey were reclassified during the month. Of these, seven moved from the moderate to the substantial labour surplus category and 30, including the metropolitan areas of Calgary, Edmonton, Winnipeg and St. John's, moved from the balanced to the moderate labour surplus category. A notable exception to the general trend was Oshawa, where unemployment declined as the result of an upturn in automobile production.

A year-to-year comparison shows that labour surpluses continued to be somewhat higher this year in the larger industrialized areas but showed little change in agricultural and minor areas. This trend is reflected in the proportion of total employment in areas with an approximately balanced labour market. As shown in the accompanying bar chart, 28 per cent of all wage earners were employed in areas where labour demand and supply were in approximate balance at December 1, 1954, compared with 50 per cent a year earlier.

Labour Market Area	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	Dec. 1 1954	Dec. 1 1953	Dec. 1 1954	Dec. 1 1953	Dec. 1 1954	Dec. 1 1953	Dec. 1 1954	Dec. 1 1953
Metropolitan	1	1	8	4	2	6	—	—
Major Industrial	4	3	20	15	3	9	—	—
Major Agricultural	—	—	5	4	9	10	—	—
Minor	4	4	35	35	18	18	—	—
Total	9	8	68	58	32	43	—	—

\*See inside back cover, *Labour Gazette*.



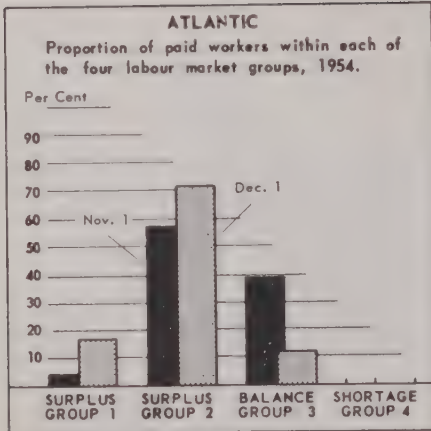
# CLASSIFICATION OF LABOUR MARKET AREAS,

December 1, 1954

LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
Group 1	Group 2	Group 3	Group 4	
METROPOLITAN AREAS (labour force 75,000 or more)	Windsor	CALGARY EDMONTON Hamilton Montreal Quebec - Levis ST. JOHN'S Vancouver - New Westminster WINNIPEG	← Ottawa - Hull ← Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	New Glasgow FARNHAM - GRANBY MONCTON TROIS RIVIERES	← Brantford ← Corner Brook ← Cornwall ← Fort William - Port Arthur Guelph Halifax Joliette LAC ST. JEAN LONDON Niagara Peninsula → OSHAWA Peterborough ROUYN - VAL D'OR Sarnia Saint John Shawinigan Falls Sherbrooke Sydney TIMMINS - KIRKLAND LAKE Victoria	← Kingston ← Kitchener ← Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)		Chatham CHARLOTTETOWN PRINCE ALBERT RIVIERE DU LOUP THETFORD - MEGANTIC - ST. GEORGES	← Barrie ← Brandon ← Leithbridge ← Moose Jaw ← North Battleford ← Red Deer ← Regina ← Saskatoon ← Yorkton	
MINOR AREAS (labour force 10,000 - 25,000)	NEWCASTLE PRINCE GEORGE SAULT STE. MARIE ST. STEPHEN	← BATHURST ← Beauharnois ← BELLEVILLE - TRENTON ← Bracebridge Campbellton CENTRAL VANCOUVER ISLAND CHILLIWACK DAUPHIN Drummondville Fredericton Galt GASPE LACHUTE - STE. THERESE Lindsay MEDICINE HAT MONTMAGNY North Bay OKANAGAN VALLEY Owen Sound Pembroke PORTAGE LA PRAIRIE Prince Rupert RIMOUSKI Sorel Ste. Agathe - St. Jerome St. Hyacinthe ST. JEAN ST. THOMAS SUMMERSIDE TRAIL - NELSON TRURO Valleyfield Victoriaville WOODSTOCK, N.B. Yarmouth	← Brampton ← Bridgewater ← Cranbrook ← Dawson Creek ← Drumheller ← Edmundston ← Goderich ← Grand Falls ← Kamloops ← Kentville ← Listowel ← Quebec North Shore ← Simcoe ← Stratford ← Swift Current ← Walkerton ← Weyburn ← Woodstock - Ingersoll	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC



TOTAL employment in the Atlantic region continued at a higher level during November than a year earlier. This situation was partly due to the fact that the decline in seasonal activities was slower than usual because of favourable weather conditions. Another contributing factor was the heavier volume of woods activity this year, which absorbed many of the workers released from other seasonal industries. In New Brunswick, firmer demands for rough pulp, together with an extensive clearing program at the Gagetown Army

Camp, resulted in particularly strong demands for labour this season. Moderate employment declines occurred during November in seasonal industries such as fishing, fish processing and construction. At November 20, persons with jobs were estimated to number 491,000, a total 5,000 lower than for the previous month but 11,000 higher than for the same date in 1953.

Although total employment was at a higher level during November this year than last, no improvement occurred in manufacturing. Transportation equipment and primary iron and steel products recorded sharp year-to-year employment declines and accounted for most of the total decrease. Losses in these industries were partly offset by increases in the pulp and paper and food and beverage industries.

Nine areas were reclassified during the month—six from the balanced to the moderate labour surplus category and three from the moderate to the substantial labour surplus category. Of the 21 areas in the region, four were in balance, 13 in the moderate and four in the substantial surplus category at the beginning of December. At December 1, 1953, one area was in balance, 16 were in the moderate and four in the substantial surplus category.

### Local Area Developments

**St. John's** (metropolitan). From Group 3 to Group 2. Employment in the construction industry contracted according to the usual seasonal pattern, unskilled and semi-skilled workers accounting for most of the decline. Slackness in fish canneries continued, an additional lay-off occurring during the month owing to light catches. Total industrial employment was about equal to last year's.

**Moncton** (major industrial). From Group 2 to Group 1. Reduction of seasonal activities such as fish canning, farming, construction and pulp loading was chiefly responsible for the increase in unemployment during November.

**Charlottetown** (major agricultural). From Group 3 to Group 2. A slight reduction occurred in factory employment as the smaller canneries closed down for the season.



**Summerside** (minor). From Group 3 to Group 2. The decline in employment was slow since agriculture was unusually active for the season.

**Bathurst, Truro and Woodstock** (minor). From Group 3 to Group 2.

**Newcastle** (minor). From Group 2 to Group 1.

**St. Stephen** (minor). From Group 2 to Group 1. Closure of the textile plant, involving 400 workers, is the principal reason for increased unemployment. The Milltown Textile Cooperative Ltd. took over this plant during November and rehired 125 of the workers who had been laid off.

## QUEBEC

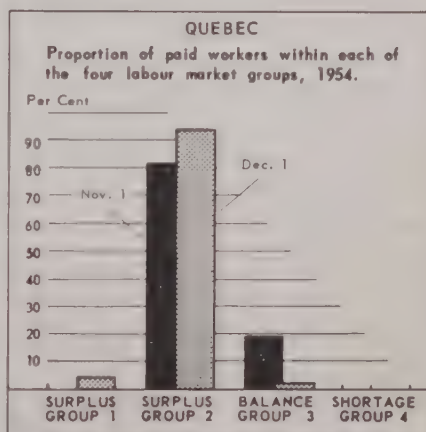
EMPLOYMENT in the Quebec region showed the usual seasonal decline during November, although workers were still being hired in the logging industry and in some manufacturing industries (e.g., textiles and meat packing). Cold weather resulted in the customary reduction in employment in fishing, agriculture, sawmills and other seasonal operations. Lay-offs also occurred in clothing and shoe manufacturing firms, where work had been completed on orders for the fall and for Christmas. The number of persons at work in Quebec declined about 6,000 during the month to an estimated total of 1,449,000 at November 20.

Although employment in the region was about 14,000 below last year's level, several industries that had been slack in the past year appeared to be regaining their earlier strength. Construction, after a slow beginning in the spring, reached a level comparable to that of 1953. Textile employment was increasing slightly and labour surpluses in some of the textile centers were somewhat smaller than in the same period a year ago. The iron and steel industries, on the other hand, continued to operate at a reduced level.

The seasonal reduction in labour requirements resulted in the reclassification of nine local labour market areas from the balanced to the moderate labour surplus category during the month. At the beginning of December, 21 of the 24 areas in the region were in the moderate surplus group. One area was still in balance and two moved into the substantial labour surplus category.

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 2. The labour market showed little change except for the usual seasonal decline in outdoor activities. Some rehiring occurred in the transportation equipment manufacturing, meat packing and tobacco processing industries. Iron and steel industries continued to operate below capacity. Unemployment was somewhat higher than in November 1953.



**Quebec-Levis** (metropolitan). Remained in Group 2. Seasonal activity was well sustained in construction, water transport and logging.

**Lac St. Jean** (major industrial). From Group 3 to Group 2. Seasonal unemployment was increasing but more gradually than in the fall of 1953. A year-to-year increase in employment in pulpwood and lumber logging was the main positive factor. Hiring was at a low point in the aluminium and pulp and paper manufacturing industries.

**Farnham-Granby** (major industrial). From Group 2 to Group 1. The textile industry was still weak although some workers were recalled. Rubber, furniture and electrical firms were also operating below capacity.

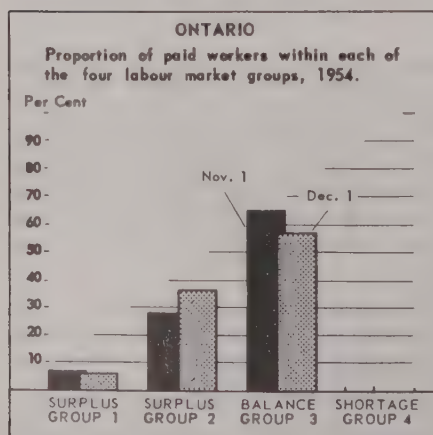
**Rouyn-Val d'Or** (major industrial). From Group 3 to Group 2. The usual seasonal displacement of workers occurred with labour surpluses about equal to those reported a year earlier. Employment at the mines was stable but little hiring was taking place.

**Trois Rivières** (major industrial). From Group 2 to Group 1. The current situation was affected by seasonal lay-offs in the pulp and paper and construction industries. Underlying weakness continued in the iron and steel industries.

**Rivière du Loup, Thetford-Megantic-St. Georges** (major agricultural). From Group 3 to Group 2.

**Gaspé, Lachute-St. Thérèse, Montmagny, Rimouski, St. Jean** (minor). From Group 3 to Group 2.

## ONTARIO



EMPLOYMENT in Ontario declined slightly during November despite the strength of residential construction and of some of the consumer goods manufacturing industries. The total number of persons with jobs declined by about 11,000 during the month to an estimated 1,910,000 at November 20. During the same period last year, the number with jobs remained unchanged at 1,916,000. On a year-to-year basis, therefore, little change occurred in the total number of persons with jobs but the labour force increased by

about 23,000, thus increasing unemployment in the region.

The sustained level of activity in residential construction was one of the strongest factors supporting the labour market during November. This, together with the beginning of production of new model automobiles and scattered rehiring in the clothing, television receiver set, and furniture industries, helped to maintain employment levels despite seasonal declines in agriculture, sawmills, fruit and vegetable canning,



shipping and ship repairing industries. The heavy iron and steel industry continued operating at a reduced level and the strike at Ford Motor Company had further adverse effects on supplier plants.

A gradual increase in unemployment was recorded in most areas in Ontario but only four were reclassified from the balanced to the moderate surplus category; one moved from the moderate to the substantial labour surplus category. On the other hand, the surplus in Oshawa was reduced. At the beginning of December, 13 of the 34 areas in the region were in the balanced category, 19 were in the moderate and two were in the substantial labour surplus category, compared with 19 in balance, 14 in the moderate and one in the substantial surplus category a year earlier.

### **Local Area Developments**

**Hamilton** (metropolitan). Remained in Group 2. The seasonal increase in unemployment accelerated during the final week of November but employment in most manufacturing industries appeared to be more stable than at the same time last year. Construction continued strong.

**Ottawa-Hull** (metropolitan). Remained in Group 3. Employment in the area, particularly in construction, remained high for the time of year but there was little hiring.

**Toronto** (metropolitan). Remained in Group 3. Labour requirements in the area were small. The growing surplus in most occupational groups brought the area near the moderate surplus category by the end of the month.

**Windsor** (metropolitan). Remained in Group 1. Increased activity at the Chrysler plant prevented further deterioration in the Windsor labour market during November but the Ford strike was still affecting the employment situation.

**London** (major industrial). From Group 3 to Group 2. Little change occurred in most manufacturing industries although scattered lay-offs and short time were recorded. Construction remained fairly strong but labour surpluses in most trades were larger than a year before.

**Oshawa** (major industrial). From Group 1 to Group 2. The pick-up in production at General Motors substantially increased employment levels in the area.

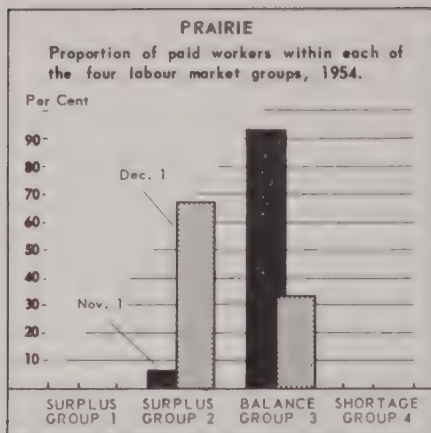
**Timmins-Kirkland Lake** (major industrial). From Group 3 to Group 2. Seasonal reductions in sawmills, woods work and construction brought this area into the moderate surplus category. Hiring for bush work was slow; many firms were setting up permanent camps.

**Belleville-Trenton and St. Thomas** (minor). From Group 3 to Group 2.

**Sault Ste. Marie** (minor). From Group 2 to Group 1.

### **PRAIRIE**

THE employment situation in the Prairie region reflected a higher level of activity during November than in the same month last year. Non-agricultural employment remained at an unusually high level during the month as firm demand continued for construction workers owing to improved weather conditions. Requirements for loggers eased since cutting operations were nearing completion at some of the camps. Employment



in agriculture declined somewhat more than seasonally during November following the unusually small decline a month earlier. Many of the agricultural workers, however, were absorbed by non-agricultural industries, this sector of the labour force having increased by about 14,000 during the month. The total number of persons with jobs at November 20 was estimated at 906,000, compared with 949,000 a month earlier and 891,000 a year earlier. Since the total labour force, however, was notably higher than in the same month last year,

labour surpluses showed a slight increase.

During the month, moderate labour surpluses developed in seven of the local labour market areas that were formerly in balance. Of the 20 areas in the region, 12 were in balance, and eight in the moderate labour surplus category at the beginning of December. At December 1, 1953, 15 were in balance and five were in the moderate surplus category

### Local Area Developments

**Calgary** (metropolitan). From Group 3 to Group 2. The increase in employment was largely attributable to an influx of workers from farm districts seeking urban jobs for the winter. Employment levels changed very little during the month in the non-agricultural industries. Construction activity was maintained at a very high level and demand continued for carpenters, plasterers, brick layers and labourers.

**Edmonton** (metropolitan). From Group 3 to Group 2. Employment reductions in road and building construction and oil exploration reached only moderate proportions during November owing to the mild weather. On the other hand, the weather adversely affected lumbering and logging activities, hampering the movement of equipment and supplies. Total industrial employment at the beginning of December was higher than in the same month last year.

**Winnipeg** (metropolitan). From Group 3 to Group 2. Employment reductions occurred in some manufacturing industries. Of these, the railway shops accounted for the largest lay-off, 250 workers being released during the month. Packinghouses received a light run of livestock during November owing to poor road conditions in rural areas. As a result, very few additional workers were needed. Total industrial employment continued at a slightly higher level than a year earlier, the increase in construction being more than sufficient to offset the decline in transportation equipment manufacturing.

**Dauphin, Portage la Prairie and Medicine Hat** (minor). From Group 3 to Group 2.



## PACIFIC

EMPLOYMENT in the Pacific region changed very little in November although adverse weather conditions affected most outdoor industries. The number of persons at work declined from an estimated 410,000 at October 23 to 407,000 at November 20. The comparable figure in November 1953 was 396,000. Although demand for lumber continued during the month, wet weather in certain areas severely hampered the operations of logging camps and sawmills and resulted in substantial lay-offs. Construction work, already de-

creasing because of the completion of various projects, was also curtailed by weather conditions. In manufacturing, a further contraction in employment occurred in machine shops and engineering plants and in fruit and vegetable canneries. Railroad and truck transportation declined somewhat as a result of the effect of the weather on logging and sawmilling. Ocean shipments of lumber, however, were brisk and provided a strong demand for stevedores.

During the month, five labour market areas were reclassified—four from the balanced to the moderate labour surplus category and one from the moderate to the substantial labour surplus category. Consequently, at the beginning of December, two of the ten labour market areas in the region were in balance, seven were in the moderate and one was in the substantial labour surplus category. At December 1, 1953, one area was in balance, eight were in the moderate and one was in the substantial labour surplus category.

### Local Area Developments

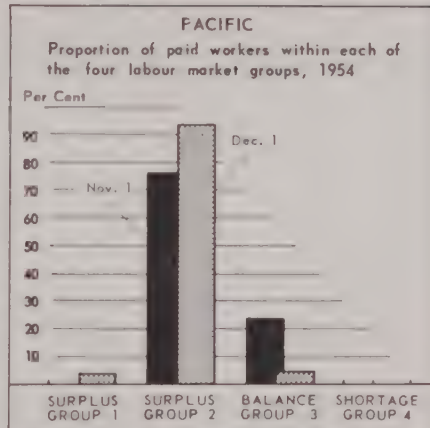
**Vancouver-New Westminster** (metropolitan). Remained in Group 2 but labour surpluses increased considerably, although logging and sawmill production continued at high levels. Some decline in employment occurred in almost all phases of manufacturing. Construction activity had slackened noticeably by the end of November, although apartment building was quite active.

**Central Vancouver Island** (minor). From Group 3 to Group 2. Most logging camps and sawmills were busy but towards the end of the month many camps had to close because heavy rain made logging roads impassable. The volume of construction work was considerable, although lay-offs occurred as projects neared completion.

**Chilliwack and Okanagan Valley** (minor). From Group 3 to Group 2.

**Trail-Nelson** (minor). From Group 3 to Group 2. Logging and sawmilling activity was sharply restricted by weather conditions.

**Prince George** (minor). From Group 2 to Group 1. More than 80 per cent of the logging camps had to close during November because of extremely wet weather and very few sawmills were able to operate. Construction work was also severely hampered by the weather.



# Current Labour Statistics

(Latest available statistics as of December 10, 1954)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Nov. 20	5,417,000	- 0.8	+ 1.3
Persons with jobs .....	Nov. 20	5,203,000	- 1.5	+ 0.1
At work 35 hours or more .....	Nov. 20	4,747,000	- 1.5	+ 0.1
At work less than 35 hours.....	Nov. 20	346,000	+ 3.6	+ 6.8
On short time .....	Nov. 20	39,000	+25.8	-20.4
Usually work less than 35 hours.....	Nov. 20	207,000	- 1.9	+ 6.2
Other reasons.....	Nov. 20	100,000	+ 8.7	+26.6
With jobs but not at work .....	Nov. 20	110,000	-14.7	-15.4
Laid off full week .....	Nov. 20	11,000	0.0	-57.7
Other reasons .....	Nov. 20	99,000	-16.1	- 4.8
Paid workers .....	Nov. 20	3,973,000	- 0.5	- 0.3
In agriculture .....	Nov. 20	112,000	-18.3	+ 6.7
Non-agricultural .....	Nov. 20	3,861,000	+ 0.1	- 0.5
Persons without jobs and seeking work..	Nov. 20	214,000	+19.6	+40.2
<i>Registered for work, NES (b).....</i>				
Atlantic .....	Nov. 18	31,391	+20.4	- 9.5
Quebec .....	Nov. 18	85,309	+14.7	+ 7.6
Ontario .....	Nov. 18	107,500	+ 7.0	+28.0
Prairie .....	Nov. 18	39,322	+34.1	+22.6
Pacific .....	Nov. 18	35,053	+20.7	- 2.7
Total, all regions.....	Nov. 18	298,575	+15.2	+12.2
<i>Ordinary claims for Unemployment</i>				
Insurance benefit .....	Nov. 1	209,099	+11.4	+36.1
Amount of benefit payments .....	Oct.	\$11,779,296	- 5.0	+54.9
Industrial employment (1949=100) .....	Oct. 1	113.3	+ 0.4	- 3.1
Manufacturing employment (1949=100).....	Oct. 1	108.1	- 0.2	- 6.2
Immigration.....	Oct.	11,256	+ 2.5	- 3.9(c)
<i>Industrial Relations</i>				
Strikes and lockouts—days lost .....	Nov.	326,460	-	+16.2(c)
No. of workers involved .....	Nov.	20,628	-	+11.6(c)
No. of strikes .....	Nov.	23	-	- 3.0(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	Oct. 1	\$59.27	+ 0.6	+ 2.0
Average hourly earnings (mfg.) .....	Oct. 1	\$1.40	+ 0.1	+ 2.3
Average hours worked per week (mfg.) .....	Oct. 1	41.3	+ 1.0	- 0.5
Average weekly earnings (mfg.) .....	Oct. 1	\$57.70	+ 1.1	+ 1.8
Consumer price index (av. 1949=100) .....	Nov. 1	116.8	0.0	+ 0.5
Real weekly earnings (mfg. av. 1949=100) .....	Oct. 1	118.4	+ 1.1	+ 1.6
Total labour income..... \$100,000	Sept.	1,030	+ 1.6	+ 1.6
<i>Industrial Production</i>				
Total (average 1935-39=100).....	Sept.	254.0	+ 4.0	- 1.2
Manufacturing .....	Sept.	256.9	+ 1.6	- 4.9
Durables .....	Sept.	290.4	+ 1.6	-10.6
Non-Durables .....	Sept.	235.4	+ 1.5	+ 0.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.



# Notes of Current Interest

## **Rail Dispute Arbitrator Announces Award**

The arbitrator in the dispute between Canadian railways and their non-operating unions, Chief Justice Gordon McGregor Sloan of British Columbia, has brought down his award, which will be reprinted in full in the January issue. The award grants, in part, two of the employees' four requests.

Granted were five paid statutory holidays per year for hourly-rated workers, to be paid at double time if worked, against eight sought by the unions at triple time if worked. Also granted were one week paid vacation after one year of service, two weeks after three years, and three weeks after 15 years.

Union demands for paid sick leave and higher overtime pay for Sunday work were turned down. The award becomes effective January 1, 1955; the unions had demanded that it be retroactive.

In his award, Justice Sloan said increased freight rates now are not the answer to rising railway costs. He suggested a federal subsidy to spread the burden of western grain freight rates across the national economy.

## **Rail Unions to Plan Policy For Future Negotiations**

Discussions between 18 railway unions on "the situation arising from the intervention of the Government on two occasions with strike and contemplated strike action" will take place in Montreal January 5, according to an announcement made recently by Frank H. Hall, chairman of the general conference committee of the 15 non-operating and three operating unions involved. Representatives of each union will attend the meeting.

Mr. Hall announced that the interests of the employees "were gravely prejudiced" when arbitration was imposed after "lengthy" collective bargaining and conciliation procedures had been followed in the recent rail dispute. He added that in

this dispute, arbitration proceedings were still under way more than a year after serving the requests on the railways.

Mr. Hall's announcement warned that "the entire process of collective bargaining" could be affected by the knowledge that the employees would "ultimately be deprived of the right to withdraw from the service" and for this reason it was necessary to review the entire matter and establish a policy "giving the ultimate protection to the interests of the employees".

## **Railways Earn, Spend Less in July, 7 Months**

Canada's principal railways had smaller operating revenues and expenses in July and the first seven months of this year than a year earlier, the Dominion Bureau of Statistics has announced.

Larger decreases in revenues than in expenses resulted in reduced net operating revenue and operating income.

Operating revenues of 16 railways in July amounted to \$94,590,413, down \$13,252,543, or 12.3 per cent, from the corresponding month last year. Operating expenses fell \$8,437,277, or 9 per cent, to \$85,435,517. Net operating revenues dropped to \$9,154,896 from \$13,970,162 and operating income was down to \$4,393,393 from \$7,778,771.

In the January-July period, operating revenues declined to \$622,585,770 from \$698,470,024, operating expenses to \$589,720,295 from \$645,333,041, net operating revenues to \$32,835,475 from \$53,136,983 and operating income to \$9,927,982 from \$23,996,169.

## **Labour Income Increased Again in August**

Continuing its increase, Canadian labour income in August totalled \$1,014,000,000, a figure higher by \$4,000,000 than the July total and higher by \$20,000,000 than last year's August total.

The total for the first eight months of 1954 reached \$7,791,000,000, an increase of 1.8 per cent over the \$7,651,000,000 total for the January-August period last year.

The advance over July recorded in the August total resulted from an increase of \$2,000,000 to \$235,000,000 in finance and services (including government) and \$3,000,000 to \$83,000,000 in agriculture, forestry, fishing, trapping and mining. The finance and services group accounts for about 24 per cent of the total labour income.

## **No-Raiding Pact Signed By TLC, CCL Officers**

A no-raiding pact which may eventually affect nearly one million Canadian workers was signed November 18 in Ottawa by the senior officers of the Trades and Labour Congress of Canada and the Canadian Congress of Labour. The agreement, which provides that neither party will conduct membership raids on the other, was signed by President Claude Jodoin and General Secretary-Treasurer Gordon Cushing for the TLC and by President A. R. Mosher and Secretary-Treasurer Donald MacDonald for the CCL.

### **Affects 70,000 Only**

At present, the agreement is effective only for the 70,000 workers whose union affiliation is directly controlled by the two congresses. There are about 50,000 in the TLC and 20,000 in the CCL who are members of directly-chartered unions. All affiliated autonomous unions and organizations of the congresses will be asked to ratify the agreement and thus bind themselves to its terms. (For text of the agreement see L.G., Sept., p. 1246.)

In order to settle disputes which may arise between the two labour bodies, the two Congress Presidents will meet December 16 to select a standing arbitrator who will umpire any jurisdictional conflicts.

Both organizations approved the no-raiding agreement in their respective annual conventions this year.

## **Broke No-Raid Agreement, Local's Charter Lifted**

The International Chemical Workers' Union (AFL) last month lifted the charter of one of its local unions for refusing to go along with the no-raiding pact between the American Federation of Labor and the Congress of Industrial Organizations.

Meanwhile, another AFL union, the Amalgamated Meat Cutters and Butcher Workmen, said it would comply with an impartial umpire's decision that one of its locals had been guilty of raiding a CIO union (L.G., Nov., p. 1540) but added that it was unwilling to expel the local.

The chemical union's Local 437 bargained for workers at the Dryden Rubber Division of the Sheller Manufacturing Corporation in Keokuk, Iowa, until 1952, when a local of the United Rubber Workers of America (CIO) took over. The ICWU local kept going at the plant on a skeleton basis and last August asked the U.S. National Labor Relations Board for a representation election.

When the rubber workers' union protested under the AFL-CIO no-raiding agreement, the ICWU tried to get its local to drop the petition. The local's officers refused and the parent body thereupon revoked the local's charter, thus blocking, at least temporarily, its efforts to have an NLRB election.

Only four other disputes have occurred since the no-raiding pact went into effect.

## **U.S. Labor Secretary Favours AFL-CIO Unity**

Labour unity through the merger of the American Federation of Labor and the Congress of Industrial Organizations is favoured by United States Secretary of Labor James P. Mitchell. Speaking as a guest on the *New York Times* Youth Forum on November 21, the Labor Secretary saw the union as promoting industrial peace, reducing jurisdictional disputes and developing a greater sense of responsibility in union leaders.

Mr. Mitchell admitted that many employers were concerned about the possibility that a unified labour movement would subject them to more pressure but said that he did not share this fear. He added that AFL-CIO amalgamation would not place all workers in one labour organization as only about 15,000,000 of the country's 62,000,000-member labour force were enrolled in the two union bodies.

## **Average Weekly Earnings Reached New High in 1953**

A new high in average weekly earnings paid by Canadian manufacturers to salaried and wage-earning personnel was reached during last year, according to the Dominion Bureau of Statistics in its annual report on earnings and hours of work in manufacturing.\*

The new high figure, \$60.38, was reached in October 1953 and was 3.6 per cent above the 1952 high of \$58.30 and more than 76 per cent above the 1946 average of \$34.25.

Based on nation-wide surveys taken in the last week of October, the report puts last year's increase in average weekly earnings in the durable goods industries at 3.3 per cent, to \$65.30 from \$63.20 in 1952, and at 3.8 per cent in the non-durable goods industries, where the average rose to \$55.50 from \$53.47.

\*Earnings and Hours of Work in Manufacturing, 1953, available from the Queen's Printer, Supervisor of Government Publications. Price: 40 cents.



## **Varied Groups Ask Govt. To Act on Unemployment**

Within a period of two weeks last month, three non-labour requests for action on unemployment were made to the federal Government. The appeals came from a mayors' federation, a church executive and the Vancouver city council.

The Canadian Federation of Mayors and Municipalities, in its annual brief to the Cabinet November 26, recommended a four-point program designed to check spreading unemployment and give relief to the unemployed. The program urged:—

1. A federal-provincial-municipal program of publicly-financed undertakings, especially in the most depressed areas.

2. Transfer of unemployed persons from "economically distressed" areas to localities where jobs are in greater supply.

3. Extended coverage of the Unemployment Insurance Act to cover classes of workers not now included.

4. Federal assistance payments to unemployed persons who have exhausted their benefits or are not eligible to receive benefits.

The brief pointed out that when workers had exhausted their unemployment insurance benefits, they invariably turned to the local governments for help. Since the resources of Canada's provinces varied, the provinces could not all supply the same level of assistance. The responsibility then fell on the federal Government to establish within the framework of the Unemployment Insurance Commission some system of assistance.

Mayor Don Mackay of Edmonton, President of the Federation, said later that Prime Minister St. Laurent had pointed out that the Federation's proposals would mean increased government expenditures and, in turn, increased taxes. Any increases in taxation on any level of government, Mr. St. Laurent had said, must be set on what the population was willing to accept. Also, some government expenditures had priority over others.

The executive council of the Church of England in Canada, at its annual meeting the week of November 15, urged closer co-operation of all three levels of government to aid the country's unemployed.

A report, prepared by the Church's council for social service, said the unemployment situation has become progressively worse, adding:—

"The federal Government should explore every possibility of setting up inter-governmental relationships with the provinces now, without waiting to see worse

conditions arise, so that the needs of residual groups may be met when, and if, an unemployment crisis develops."

Finally, the city of Vancouver made a plea to the federal Government November 25 for a "Colombo Plan" to help its thousands of unemployed.

Alderman Jack Cornett made the request on behalf of city officials, organized labour, management and charitable agencies.

One city official suggested that Canada's food surpluses, now going in part to feed hungry millions in Asia, should be diverted in some degree to Vancouver.

## **Canada's Economy Enters "Readjustment Period"**

After a long period of expansion, Canada's economy has entered a period of readjustment, it was stated in the 1954 economic report released by the Organization for European Co-operation November 9. "The underlying strength of the economy is, however, evident," the report added.

The report stated that the economic decline in Canada "has been significantly less" than in the United States and that the balance of payments position has tended to improve rather than to deteriorate. Indications of an upward trend in the economy were cited in the report.

Prior to 1953, the Canadian economy had been showing "very vigorous" expansion with gross national production increasing by as much as six per cent annually, the report said. The levelling-off and decline was attributed to such factors as a drop in defence expenditures, lower exports and a more cautious attitude concerning the accumulation of non-agricultural stockpiles.

The high level of construction was cited as a stabilizing factor and the further development of Canada's oil industry was noted as a factor making for reduced imports of petroleum.

The report concluded by noting that foreign competition should serve to limit any marked tendency for domestic costs and prices to get too seriously out of line with those in other countries.

## **B.C. Govt. Asks Business To Eliminate Overtime**

The British Columbia Department of Labour last month wrote to 20,000 of the province's employers asking them to eliminate overtime and hire additional workers instead. This action was requested to alleviate the province's unemployment situation.

## **U.S. Economy on Upturn, One Economist Believes**

Wage increases and other economic measures to insure recovery next year from this year's business recession were urged recently by a prominent economist in the United States. Another economist has said that the recession low-point in production has been reached and the United States economy has resumed its upward movement.

Sumner H. Slichter, Professor of Economics at Harvard University, said in an address in Boston that "another year must not be permitted to pass without wages rising to keep pace with gains in efficiency". He warned, however, that "increases should not be large but should be widespread".

Dr. John K. Langum, former economist of the Federal Reserve Bank, Chicago, said that in his opinion the index of production may average 130 next year, compared with 124 this year.

Prof. Slichter said that with greater production, a larger labour force and higher productive efficiency, "a recovery that does not push production in 1955 well above the levels of 1953 cannot be regarded as satisfactory".

The lag in United States business activity, said Prof. Slichter, should be fought by the government with a fiscal policy including greater tax cuts. Meanwhile, responsibility for immediate recovery falls on private enterprise through an increase in investment, a rise in the ratio of incomes spent for consumption, a cut in prices as efficiency advances, and a rise in wages as efficiency advances.

Dr. Langum told a Chicago convention that, despite current favourable signs, next year will probably be regarded as a year "of moderate recession" by some standards.

"Unemployment in 1955 may be even higher than it was this year," he continued. "The rise in production now under way probably will not suffice to provide for the rising labour force in the face of greater productivity".

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## **Unemployment in U.S. Drops to Year's Low**

Unemployment in the United States dropped to a low point for the year in early October. The number of jobless fell to about 2,741,000 from an estimated 3,099,000 in September.

The U.S. Department of Labor reported at the end of November that a pick-up in factory jobs was underway and was

expected to continue in the immediate future. Three major areas were reclassified from the substantial labour surplus category to the moderate labour surplus category.

The step-up in the production of 1955 model automobiles was an important factor in the manufacturing rise, the Department said.

Another Labour Department report released late last month showed that initial claims for unemployment compensation declined by 19,300 to 247,100 during the week ended November 13. For the same week of 1953, initial claims numbered 274,000.

In November the U.S. Department of Commerce reported that total business activity in the United States in the third quarter of this year remained at about the same level as has prevailed since January.

The Department said that in the July-September period, increases in spending by the public for personal needs, continued expansion in construction, and increased state and local government spending almost balanced off a sharp reduction in federal government defence spending, cuts in business inventories, and reduced business spending for new plant and equipment. The net result was a very small drop during the third quarter in gross national production from the \$356,000,000,000-per-year rate of the second quarter to a \$355,500,000,000-per-year-rate.

Total third-quarter production was approximately  $3\frac{1}{4}$  per cent lower than the production rate in the third quarter of 1953, a record year.

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## **Hourly Earnings Decline For 3rd Month in Row**

Average hourly earnings in manufacturing at the beginning of September declined for the third month in a row, the Dominion Bureau of Statistics has reported.

The drop was the result of seasonal and other changes in industrial and sex distribution and lessened incentive production bonuses during the vacation period. Lay-offs due to model change-over in the automotive industry were among the more important changes.

Hourly earnings at the first of September stood at 139.6 cents, compared with 140.9 a month earlier and 135.7 a year earlier.

The work-week averaged 40.9 hours compared with 40.7 at the beginning of August and 41.0 at September 1 last year.

Weekly wages averaged \$57.10 compared with \$57.35 at August 1 and \$55.64 at the beginning of September 1953.



## **In U.K., Only 1.2 Per Cent Of Workers Unemployed**

The number of persons in civil employment in Great Britain at the end of September was 22,620,000, according to figures released by the Ministry of Labour and National Service. The total was approximately the same as that for the end of August.

Persons registered as unemployed on October 11 numbered 254,000, an increase of 18,000 from September 13. Unemployment was 1.2 per cent of the estimated number of employees, compared with 1.1 per cent in September and 1.5 per cent in October last year.

## **Employment in Australia Reaches Record Total**

Civil employment in Australia reached a record total of 2,656,400 at the end of July, according to the country's bureau of statistics. The figure does not include those persons employed in rural industry or private domestic service.

The federal employment bureau reported 55,000 job vacancies for November.

## **Only 7 Complaints Filed Under Canada FEPA**

Since the federal anti-discrimination law, the Canada Fair Employment Practices Act, came into force on July 1, 1953, seven official complaints of violation have been filed under it. The Act applies to employment in undertakings under federal jurisdiction.

Five of the complaints were quickly settled by correspondence or direct conciliation and the other two are under investigation. J. D. Love, of the Fair Employment Practices Section, federal Department of Labour, informed the Fair Practices and Human Rights Conference at Toronto on October 31.

The conference was sponsored by the Toronto District Trades and Labour Council (TLC) and the Toronto Joint Labour Committee for Human Rights.

A number of complaints which could not be dealt with officially under the Act were processed by the Department informally.

### **Persuasion Sufficient**

It has not been necessary so far, said Mr. Love, to go beyond the first phase of enforcement—"the persuasive phase"—to settle complaints with adequate guarantees of compliance with the Act.

"That situation may or may not continue," he said. "We hope it will, because experience under this type of legislation, both here and in the United States, has underlined the desirability of persuading rather than forcing employers and others to accept their responsibilities."

## **Series on Discrimination Broadcast in French**

A series of five French radio broadcasts on anti-discrimination, sponsored by the Department of Labour and carried over 25 French-language stations, began in November.

The French series paralleled the English one that was heard over 81 stations last June and July but featured different speakers.

The speakers for the French series, with the subjects of their addresses, were: the Rev. Father Bernard Mailhiot, OP, professor of social psychology at Montreal University: "French Canada Looks at Discrimination"; Gratien Gélinas, well-known playwright and actor: "Discrimination and Canada's Future"; Gérard Filion, publisher of *Le Devoir*: "Discrimination and Canada's Reputation Abroad"; Michael Rubinstein, President of the Jewish Labour Committee of Canada: "Discrimination: Symbol of Decadence"; and the Hon. Alcide Côté, Postmaster-General: "Discrimination and the Law".

Copies of the scripts of the broadcasts are available from the Information Branch, Department of Labour, Ottawa.

## **Steel Union Officers Told To Shun Discrimination**

Officials of the United Steelworkers of America (CIO) have been warned, in a recent policy statement, against any direct or indirect job discrimination against members of minority groups.

The statement points out that it is not only the union's policy to fight job discrimination because of race, religion or national origin but its legal duty to do so; that the union's policy will be violated if an officer signs a contract that blocks promotion of employees because of their race, religion or national origin, or allows such indirect devices as segregation of a particular racial group in a special department; and that the union's legal duty extends also to the administration of a contract.

Violation of this policy, the statement warns, may deprive a union of its bargaining rights under the Taft-Hartley Act and may subject it to damage suits.

## **Guaranteed Annual Wage Tops UAW's 1955 Demands**

A guaranteed annual employment plan that would give all workers with two year's seniority 52 weeks' work—or pay—heads the list of demands the United Automobile Workers of America (CIO) will make on the automotive industry in the United States when current five-year contracts expire next summer.

The demands were approved by almost 1,100 delegates from the United States and Canada at a two-day "Economic and Collective Bargaining Conference" in Detroit last month.

### **Strike Fund**

The conference also recommended the building-up of a \$25 million strike fund. This recommendation will be presented for approval at the union's convention next March.

The first demand on the UAW list also seeks to protect non-seniority workers against short-work-weeks and layoffs without advance notice.

The union's current contracts expire at General Motors on May 29, at Ford on June 1 and at Chrysler on August 31.

The guaranteed employment plan, which earlier bore the name "guaranteed annual wage" plan, is the result of more than two years of study by the UAW and outside experts. As drafted by the union, the plan calls for a guarantee of one week's (40 hours) work or pay for each two weeks that a worker with two years' seniority has worked for the employer, up to a maximum of 52 weeks. Thus, a man who has worked two years would be entitled to one year of work, or pay in lieu. Unemployment compensation payments would be deducted from the guarantee.

The second part of the plan calls for a guarantee of 40 hours' work or pay for any worker called in for part of a week.

Other demands on the list were:—

A wage increase of 5.3 cents per hour plus incorporation in the basic wage of at least 5 cents of the annual improvement factor, for a total of 10.3 cents per hour.

An increase in the amount of the annual improvement factor.

A raise in pensions from \$144.50 to \$192 a month.

Full payment by management of the cost of health plans. (Present plans are contributory.)

An improved overtime pay program.

An equal voice in the administration of the \$500,000,000 pension trust fund now supervised by management alone.

A preferential hiring plan under which various auto plants would be required, when hiring, to give preference to laid-off auto workers in the same area.

The union has decided not to agree to another five-year contract. It will seek to limit them to two years if they contain escalator and improvement-factor provisions, to one year if they don't. UAW President Walter Reuther said this decision was prompted by automation, the replacement of mechanically-operated machines with robot-controlled operations.

Substitution of machines for men was moving ahead so rapidly, he explained, that it was imperative for the union to be able to bargain more frequently.

A report issued at the conference declares that the automobile industry may be fully automated within a decade and that the work now done by about 1,000,000 UAW members could be done by 200,000.

The report said that the guaranteed employment plan would discourage employers from closing down existing factories and re-opening new automatic plants, and the wage increase would ensure that workers continue to share in the increased productivity derived from automation.

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## **Commodity Imports Down In Sept., First 9 Months**

The value of Canada's commodity imports in September was almost 12 per cent below those in September last year. In the January-September period, this year's imports were valued 9 per cent lower than last year.

In September, the largest decrease was in the iron and iron products group. In the nine-month period, the largest decreases were in iron and iron products, fibres and textiles, and non-metallic minerals.

Some comparisons between September this year and September 1953, in thousands, with the year-earlier figures in parentheses, are: non-farm machinery, \$26,515 (\$31,611); automobile parts, \$8,171 (\$17,150); farm implements and machinery, \$7,861 (\$12,594); coal, \$10,032 (\$14,047); automobiles, \$2,708 (\$3,995); cotton products, \$5,827 (\$6,623); wool products, \$4,565 (\$5,885).

Some comparisons between the two January-September periods are: non-farm machinery, \$294,962 (\$302,269); automobile parts, \$143,174 (\$176,829); farm implements and machinery, \$123,078 (\$184,553); coal, \$74,798 (\$101,030); automobiles, \$60,361 (\$86,077); cotton products, \$57,900 (\$72,009); wool products, \$48,883 (\$56,255).



## **Producer Sees Early End To Textile Recession**

A rising demand for certain textile fabrics may bring the three-year recession in Canada's textile industry to an end by January, a Montreal clothing manufacturer predicted recently.

Montague Buckman, Executive Director of one of Quebec's three producers of corduroy, said that recent heavy orders for that material may spread to the entire textile industry soon. Rates for the fabric, he said, have risen by four to five cents per yard and imports have fallen.

Although the trend will have no startling effect on employment in Quebec province's corduroy mills, "it should result in an increase of 50 per cent in employment at basic textile plants," he said.

The rise in corduroy prices was put into effect by the manufacturers, said Mr. Buchman. He pointed out that mills in the United States had increased prices five times in the previous three weeks.

Canada's corduroy producers had cut prices by about 20 per cent since the start of the textile slump.

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## **Board Says Woollen Mill Can't Afford Pay Boost**

An Ontario conciliation board has upheld the contention of a textile firm that it is unable to restore a wage cut accepted temporarily by its employees last March.

The board was set up in a dispute over the wage issue between the Dominion Woollen and Worsted Company of Guelph and its employees, members of the Woollen Workers' Union of Hespeler (independent). Last March 1 the union accepted voluntarily a 13-per-cent wage cut in order to enable the mill to continue operations in the face of competition from imported textiles (L.G., March, p. 348).

The voluntary deduction was to continue to September 30. After that deadline, when new contract negotiations were opened, the union maintained that the deduction should be restored. The company said its position was that to restore the deduction would strain its finances "to the breaking point".

In a report made public November 30, the conciliation board said: "A careful review of the situation brings the conclusion that to recommend any increase in wages from the present level at this time would only result in a complete shutdown of the plant with a resultant loss in employment to those whose homes had been established in the community."

The board recommended that existing rates of pay should continue for one year from the date of the signing of an agreement and that wage discussions should be re-opened six months from that date.

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## **U.M.W., Coal Operators Ask Federal Fuel Policy**

Coal miners and operators in Western Canada last month urged the federal Government to increase subventions on coal and increase tariffs on imports from the United States.

In a joint brief submitted to members of the Cabinet November 22, District 18 of the United Mine Workers of America (C.I.O.-C.C.L.), the Coal Operators Association of Western Canada and representatives of the Alberta, Saskatchewan and British Columbia governments said these measures would help save the industry from ruin.

They also asked for the establishment of an energy control board to produce a national fuel policy and of an emergency committee to study the problems of western mines and recommend solutions within 60 days.

The brief said an increase in tariffs on United States coal imports should be high enough to cut imports to 20,000,000 tons per year from the present 22,000,000 tons. An increase of 2,000,000 tons in western coal consumption, it said, would allow the industry to live.

Coal production in Western Canada has declined by 3,000,000 tons to 9,392,000 tons per year since 1949 and 62 mines have closed during that period, the brief said. Many mines now operate only a few days each week.

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## **September Immigration Much Less Than in 1953**

The number of immigrants to Canada in September was 12 per cent less than the number in the same month last year but the total for the first nine months of this year was one per cent higher than for the corresponding period in 1953, according to figures released by the Department of Citizenship and Immigration.

In September, 10,979 persons entered Canada, compared with 12,471 in September last year. Of these, 2,512 came from the British Isles, 1,326 from the United States, 4,577 from North European countries, and 2,564 from other countries.

For the nine months ending September 30, 1954, immigrants numbered 126,853, compared with 125,098 for the same period last year.

## **National Health Insurance Comes to Sweden Jan. 1**

A national health insurance scheme covering every citizen and every permanent resident of Sweden will go into effect January 1.

The plan, approved by the Swedish Parliament recently, is compulsory. It will be financed by premiums of the insured persons (44 per cent), by contributions from employers (29 per cent), and by the state (27 per cent). The state's share will be passed on to tax bills.

Every citizen and every person residing in Sweden above the age of 16 years and having a taxable income of at least \$233 per year will be required to pay state health-insurance premiums. The only exempt persons are those receiving national old-age and disability pensions.

Under the plan, physician fees will be reimbursed 75 per cent up to a certain ceiling, as will fees for dental work at clinics, high schools and hospitals.

Public wards in state hospitals will be free. Transportation to and from hospital, or by the doctor to and from the patient's bedside, will be reimbursed wholly or in part, depending on circumstances. Certain medicines will be furnished free of charge and others at reduced prices.

On an annual income of \$1,750, the premium an insured person will pay for this protection will be \$25.22 yearly. Compensation received for loss of working time will be \$2.72 per day. This, concurrent with the allowance for hospital care, will run up to two years.

Persons earning in excess of \$3,000 annually will have the option of carrying an additional amount of insurance commensurate with their earnings. The maximum sick benefits allowed under the concurrent voluntary-insurance program will be \$3 per day for 90 days and \$1.80 per day thereafter up to two years.

## **U.S. Government Opposes Compulsory Health Plan**

Support for President Eisenhower's health reinsurance proposal was asked from the American Medical Association recently by the U.S. Secretary of Health, Education and Welfare, Mrs. Oveta Culp Hobby. The proposal was defeated in the U.S. House of Representatives last summer.

In an address to a meeting of the Association's house of delegates in Miami, the Health Secretary described the President's proposal as "active support of voluntary health insurance". This would include a \$25,000,000 reinsurance fund to underwrite in

part the possible losses insurance companies might encounter in expanding health insurance coverage.

Mrs. Hobby said the present U.S. Government was opposed to the concept of national compulsory health insurance. She added, however, that experience over the last six years had shown a widening gap between the cost of medical care covered by voluntary insurance and total outlays for medical care.

A "voluntary reinsurance system," she declared, was "the only proposal that is clearly consistent with the principle of self-help."

## **Labour, Employer Groups Support World Calendar**

Member-nations of the International Labour Organization have been advised by the Canada Branch of the ILO that this country's major labour organizations and employer associations have this year asked the Government to try to advance the adoption of the World Calendar.

ILO representatives were present last July when the United Nations Economic and Social Council unanimously accepted an Indian resolution that requested the UN Secretary-General to transmit to all world governments relevant documents on the World Calendar with a request that they study the question and submit their views for consideration at the 19th session of the Council to be held in New York next May (L.G., Aug., p. 1112).

## **U.S. Will Support Plan For Development Abroad**

The United States Government has given its approval to the establishment of an International Finance Corporation to assist in the economic development of other countries.

Membership in the proposed corporation would be open to all 57 member-nations of the World Bank, but the plan would not go into effect until \$75,000,000 had been subscribed by a minimum of 30 nations.

The subscription of each member country would be in proportion to the country's stock in the World Bank. This would make the United States subscription the largest, at about \$35,000,000, followed by Britain with approximately \$14,000,000.

U.S. Secretary of the Treasury George Humphrey said the Government would submit the plan to Congress as soon as details have been worked out with the other World Bank nations. This may not be before next February or March.



## **Sept. and Nine-Month Housing Totals Higher**

Construction was started on 12,760 new dwelling units in September, 2,552 or one-fourth more than in the same month last year, the Dominion Bureau of Statistics has reported. The number of units completed during the month was 8,615, a slight dip from the 8,643 finished in September last year.

At the three-quarter mark this year, both starts and completions were running about 6 per cent ahead of last year's records. Starts numbered 84,327 compared with 79,671 in the first nine months of 1953; completions, 66,288 compared with 62,407.

At the end of September there were 75,310 units under construction, 2,255 or 3 per cent more than on the same date last year.

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## **U.S. Housing Starts Up 3 Per Cent in Sept.**

Non-farm housing starts in the United States advanced in September, contrary to usual seasonal trends, to 114,000 units, a number 3 per cent higher than the August figure, according to preliminary estimates of the U.S. Department of Labor's Bureau of Labor Statistics.

During the first nine months this year, the number of new dwelling units put under construction totalled 906,500, about 5 per cent more than in January-September 1953.

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## **Co-op Housing Groups On Increase in Britain**

Co-operative house-building groups in the United Kingdom increased to 137 by the end of 1953, according to the report of the Chief Registrar of Friendly Societies. Their membership totalled 2,778.

Housing societies of this type were first formed in Britain about six years ago. More than a third of them had begun building by the end of 1953.

Co-operative house-building groups are set up to build houses for their own occupation by an organized use of their leisure time.

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## **U.S. Employers Urged To Hire Older Workers**

Attempts are being made in the United States to convince employers that it is good business to hire older people.

Arthur Larson, U.S. Under-Secretary of Labor, called recently for a full-scale study of the abilities and work habits of older

workers. Such a survey, he predicted, could overcome "the long-standing prejudice against older workers in American hiring practices".

Speaking at a conference in Pittsburgh, Mr. Larson said that "a study of 3,660 factory workers, based on judgments of foremen, showed as many above average ratings in ability, attendance, and attitude among older workers as among younger workers. As many were considered worth re-hiring and fewer older workers were discharged for incompetence."

Another study of 3,000 workers in department store employment showed, he said, that merit increases were earned more frequently by older workers.

Mr. Larson made two suggestions in his speech, before a conference on the problem of making a living while growing old, that might help to remove the barrier to the employment of older workers. Both were aimed at eliminating the additional pension costs to an employer when he hires an older worker.

One of his proposals was that employers and insurers set up a pension fund similar to the second-injury fund under workmen's compensation laws, which would be used to finance the back credits for pensions that an employer assumes in hiring an older worker. Calling his idea "immature" but one that others may be able to develop, Mr. Larson stressed that such a fund would be complex, national in scope and would involve "an appalling variety of plans and financial arrangements".

A partial solution to the problem suggested by Mr. Larson would be the provision for full vesting under pension plans, so that an older worker could be hired with a substantial vested pension right and the new employer would be required only to keep his pension contributions current.

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## **NES Placement Efforts**

The November number of *Employment Security Review*, published by the Bureau of Employment Security, U.S. Department of Labor, is devoted to "Services for Older Workers". Eleven articles deal with the U.S. Labor Department's Intra-departmental Committee on the Older Worker, older workers in federal employment, and activities on behalf of older workers in several of the American states.

One of the articles, describing Canadian efforts to place older workers in employment, was prepared by the Special Placements Section of the Unemployment Insurance Commission.

## **Lucien Tremblay Heads Teamsters in East**

The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC) has appointed a representative for its newly-formed Eastern Canada region (L.G., Sept., p. 1237). The union has also announced plans to build up a membership of 250,000 in Canada.

Lucien Tremblay, who for the last decade has been an organizer in Canada for the American Federation of Labor, has been appointed to organize the eastern region, which includes Quebec, New Brunswick, Nova Scotia and Newfoundland.

His appointment completes the teamster's latest organization plan in which the country was divided into three regions. Harry I. Bonnell of Vancouver is representative of the Western division, which comprises British Columbia, Alberta and Saskatchewan. I. A. Dodds, of Windsor, is representative of the Central division, which embraces Manitoba and Ontario.

Mr. Tremblay said at a press conference after his appointment that \$1 million will be spent by the teamsters' union for organization work in his region. The membership target for Montreal alone, he said, is 75,000.

## **Eighth Co-ordinator of Rehabilitation Named**

W. H. Davis, for the past nine years Executive Secretary of the Newfoundland Tuberculosis Association, has been named provincial co-ordinator of rehabilitation for Newfoundland. His appointment brings to eight the number of provincial co-ordinators under the federal-provincial national rehabilitation program.

During his nine years with the Newfoundland Tuberculosis Association, Mr. Davis travelled to every part of the province to gain an intimate knowledge of the problems affecting the welfare of the province's people. He initiated the Association's program for the rehabilitation of the tuberculous.

Commenting on the appointment, Hon. Milton F. Gregg, Minister of Labour, remarked on the importance being attached by all provinces to the selection of their provincial co-ordinators. All had made great efforts to find the best possible men to fill the positions, he said.

The national rehabilitation program is sponsored by the federal Department of Labour, Health and Welfare, and Veterans Affairs and is based on co-operation

between the federal Government, the provincial governments and various voluntary agencies. Its objects is the gradual development of a program to make rehabilitation services available to everyone who needs them, regardless of where they live or what their disabilities are.

## **Demand for Professional Staff to Remain Strong**

The demand for professionally-trained persons will continue strong during the next two years, although it will not be as pronounced as in 1952 and 1953, it was found in a survey of major Canadian employers by the Economics and Research Branch of the Department of Labour in co-operation with the Executive and Professional Division of the National Employment Service.

Results of the survey, which in addition to determining the requirements of the participating firms for professionally-trained staff sought to learn past and expected recruitment difficulties, are published in a booklet, *Survey of Industrial Requirements for Professional Personnel, 1952-56*, obtainable from the Department of Labour.

## **Occupational Monograph On Railway Jobs Issued**

A new publication in the "Canadian Occupations" series has been issued by the Department of Labour. It is entitled "Railway Careers".

Basic material for the new monograph and pamphlet, prepared by the Department's Economics and Research Branch, was supplied by officials of the Canadian National Railways and the Canadian Pacific Railways in co-operation with the major organizations representing railway employees.

A complete list of titles in the series appeared at the back of the November issue of the *LABOUR GAZETTE*.

## **Supply and Demand for Graduates Nearly Balance**

The supply and demand situation for new university graduates is more nearly in balance than for some years, it is reported in a bulletin recently issued.

The bulletin, which describes the situation in all principal faculties, was prepared by and is obtainable from the Executive and Professional Division, National Employment Service, Unemployment Insurance Commission.



# NEW YEAR MESSAGES

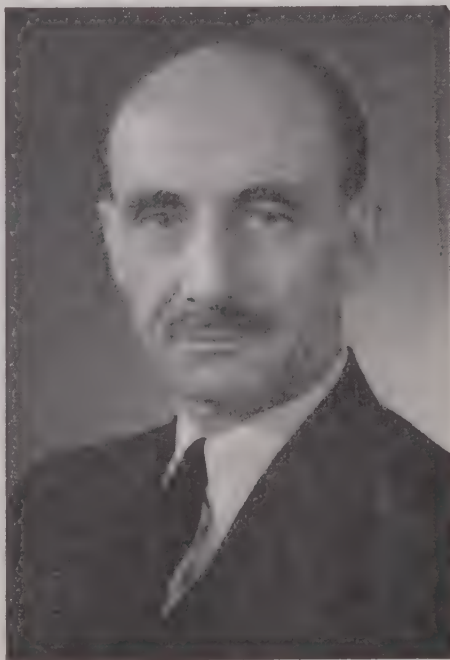
Hon. Milton F. Gregg, Minister of Labour

It is now over a year since an easing began to occur in the exceptionally tight labour market situation that prevailed in the early summer of 1953. The economy has since proceeded through a period of adjustment, although beginning in the summer of this year indications have pointed to stability and, in recent months, to some improvement in the level of economic activity and employment, while unemployment continued on a higher level in 1954 than in 1953. On balance, we can say that 1954 has been a fairly good year.

The most encouraging development in the Canadian manpower picture this past summer and fall has been the firming in employment in several industries which last year and particularly last winter were cutting down production. Since the beginning of the year, employment trends in various parts of the economy have been quite mixed. While employment in the services, trade, finance, and public utilities industries has moved steadily upward, employment in manufacturing has declined. This reduced activity in manufacturing, however, has been moderate and it has not radiated out and prevented growth in other parts of the economy.

Since early summer, employment in the non-agricultural industries, which had dropped below the level of the previous year during the winter months, stabilized and in agriculture rose above last year's high level. In manufacturing, some encouraging signs developed during the summer. Although employment in the durable goods industries, which underwent the most serious adjustments during the year, did not entirely achieve stability, some return of strength is indicated in the soft goods industries. Some gains in employment have been made in textiles, clothing and leather goods industries, while employment in the paper products, non-metallic minerals, chemicals and petroleum industries has continued to expand. Apart from coal, the mining industry has shown considerable buoyancy in recent months. Forestry employment exceeded last year's level in October and November, and construction has been active this fall, particularly in the residential field.

Another encouraging indication of underlying strength in the economy has been the way in which over-all consumer income and



expenditures have been sustained during the past year. Total personal income during the second quarter of this year (of which labour income accounted for more than 60 per cent) was 4 per cent higher than during the same quarter in 1953. Since the index of consumer prices was only slightly higher than last year, this increase represents a gain in average real income for Canadian workers.

With the relative improvement in the employment picture, and despite a continued and fairly rapid growth of the labour force, the demand for labour has been sufficiently strong in recent months to reduce the year-to-year gap in the unemployment level.

Allowing for the seasonal trend, this increased strength in labour requirements during recent months arises in part from the higher output in forestry, mining, and other primary industries as a result of sustained export volumes of the products of these industries. Besides, inventories in many industries have been reduced from those of a year ago. This has given an impetus to new production.

These factors, together with increased strength in construction during the latter half of 1954, have removed some of the weakness that was present in the economy last winter and during the first half of 1954, and, when combined with continued strength in the trade and services industries and the absorptive power of agriculture, points to a stronger over-all picture, employment-wise, than was the case a year ago. This picture is tempered, however, by the lower levels of employment in manufacturing compared with last year and the fact that some adjustments are continuing to occur in this sector for various reasons.

Employment in the food processing industries and in the trades and service industries (which together employ as many persons as manufacturing) have shown moderate gains through the past year. At the 1st of October, for example, employment in the service industry was 3 per cent higher than last year, continuing gains that have been apparent most of this year. Gains have also been recorded for finance and insurance as well as trade. This reflects the continuing higher levels of consumer spending directed towards these particular aspects of economic activity.

Growth of employment in the pulp and paper industry and the chemicals industry has provided important offsets to adverse developments in other sectors of manufacturing.

In construction, the emphasis in building activity has shifted away from large engineering projects towards commercial, institutional, and residential building. In addition, there has been a decline in defence construction. This shifting pattern, together with the restraining effect which bad weather has had upon construction activity, make it difficult to assess at this date their net effect on employment in this industry throughout 1954. It is clear, however, that construction activity has been heavily concentrated in the latter half of the year, while various indicators point to a continuing high level of demand. It is probable, therefore, that the volume of inside work (and employment) may somewhat exceed last year's levels during the winter months.

In forestry, the strong and continuing demand for newsprint and lumber in this and other countries is providing a strong support, both to logging and associated industries.

In mining, employment is currently slightly higher than last year, and here, as in the case of forestry, export shipments are holding to year-ago levels.

In view of the levelling off in economic activity during 1954, one might have expected some serious labour-management differences to develop.

In many instances collective agreements have not easily been reached. Collective bargaining during the past year frequently extended over several months. Many disputes were referred to the conciliation services of both the federal government and provincial governments. In a number of cases, more particularly during the latter part of the year, strikes of considerable economic importance have occurred despite intensive bargaining and conciliation.

On the whole, however, managements and unions have approached negotiations realistically and have been able to adjust to our changing economic situation. Bearing this in mind, and considering that there are indications of increased confidence in the future, I think we can look forward to a continuation of sound labour-management relations during 1955.

Both the numbers of agreements providing wage increases and the amounts of the increases were less than in the previous three years but a further increase in the average level of wage rates is indicated. While wages continued to be an important bargaining subject during 1954, considerable attention was given to so-called "fringe benefits". In some cases, unions concentrated their attention entirely on these items. We have seen steady improvements being made in conditions of work, including hours of employment, annual vacations, statutory holidays, pension and group insurance plans.

In view of recent developments, such as the higher level of activity in residential construction, more employment in logging and lumbering, the improvement in mining, and the steady growth of employment in the services and trade industries, job opportunities should be somewhat more numerous this winter than a year ago, although offsetting this, of course, will be the continued growth of the labour force.

It is difficult to foretell long-range future developments but there appears to be no real reason for being gloomy. On the contrary, there has appeared in the latter part of 1954 encouraging evidence of growing confidence in our future by both business and investors. And other more complex economic stimuli notwithstanding, confidence in our future is still the best spur to progress.

Finally, I would like to say on behalf of the federal government that you have our best wishes for a happy, successful, and productive New Year.



## Claude Jodoin, President

### The Trades and Labour Congress of Canada

At this Christmas season and the turn of the year it gives me very great pleasure to extend to all Canadians and especially all officers and members of affiliated organizations of The Trades and Labour Congress of Canada warm fraternal greetings and best wishes for a happy holiday and a very prosperous New Year.

The year now closing has had its important occasions and developments; 1954 has been a year of progress even though at times and in certain ways it has been one of deep concern and apprehension. Our Congress has grown in numbers and influence. Our Canadian economy has withstood the stress of temporary hesitancy and setback witnessed at this time a year ago and now appears to be somewhat more buoyant.

A year ago our Executive Council was deeply concerned about the rapidly growing numbers of unemployed throughout Canada. In February our Congress joined with the Canadian Congress of Labour in an effort to alert the Government of Canada to the seriousness of the situation. As the months rolled by it became readily apparent that the position we took at that time on unemployment was completely correct and it is encouraging now to find that our representations are beginning to bear fruit.

When we met the Prime Minister and his Cabinet in November to present our annual memorandum we raised the matter of unemployment and suggested remedies. The Prime Minister replied that, while he felt that the situation this winter would not be as serious as last, his Government was making plans to relieve the situation.

We are aware of plans and efforts being made by the Department of Labour to reduce seasonal unemployment. We are aware of these activities because they have developed from our own Congress representations and we have been consulted as to the most effective way to proceed.

These are some of the reasons why I suggest that 1954 has been a year of progress.

At the same time we must not lose sight of the fact that many thousands of our workers are unemployed and their families

are suffering hardship and frustration. Everything must be done within our power to help these people and remove from our economy the continuous threat of unemployment. Let us all agree once and for all that full employment is possible and, with full and willing co-operation between government, management and ourselves,

that this worthy goal can be attained. Everyone can be fully certain that The Trades and Labour Congress of Canada will do its part in this field.

In our memorandum we recommended that certain things be done to relieve unemployment: we asked for anti-dumping legislation, a broad public works program, encouragement of the construction industry to provide employment the year round, better planning of governmental spending at all three levels—federal,

provincial and municipal—and the establishment of a national advisory committee on seasonal unemployment with labour representation. We will continue to follow up these recommendations vigorously to have them implemented.

We also asked for amendments to the Unemployment Insurance Act in line with the decisions of our convention held in Regina in August. It is expected that this Act will come before Parliament for amendment early in the new year, and we will do all that we can to have these amendments approved in the form our affiliated members believe will be most satisfactory.

We will also press for our federal government to take responsibility for the relief of unemployed persons who are capable of re-employment.

Our convention this year was singularly important. Among other things the delegates considered and dealt with two very vital matters: the election of a new President and the ratification of a "no-raiding" agreement between The Trades and Labour Congress of Canada and the Canadian Congress of Labour.

*(Continued on page 1687)*



Every thoughtful person is aware that the relationships between the free and democratic nations of the world on the one hand, and those which belong to the Communist group, on the other, are far from encouraging. Almost every day some new evidence of animosity appears on the horizon, and the gains that have been made recently in the strengthening of the North Atlantic Treaty Organization have stimulated efforts to bring the Communist countries closer together with respect to the co-ordination of their armed forces.

Nevertheless, some definite progress has been made by the United Nations in the direction of disarmament, and, in spite of a mutual lack of confidence in the good faith of the two groups of nations, some slackening of international tension has occurred. We may therefore go into the New Year with a rather more optimistic attitude, so far as world peace is concerned, than was possible even a year ago. We welcome even the slightest improvement in international affairs, and there appears, even in the face of military preparedness, which lays an enormous burden on the workers of every nation, ground for hope that it will ultimately be possible for men to live together on a basis of peace and goodwill.

In domestic affairs, one of the most disturbing factors, as we enter the New Year, is the army of unemployed workers. A slight improvement in employment took place during the summer months but the situation is again becoming extremely serious, and there is little, if any, prospect of adequate action by various levels of government to bring about an improvement.

The need for a clearly defined and planned program of economic activity, under which the skill and energies of the workers would be utilized to produce the goods and services necessary to provide a high standard of living, seems to be recognized by almost everyone except those who have the authority and the ability to put such a program into effect. The tendency of governments has been to drift along, in the hope that the situation would improve,

and to make optimistic forecasts as to what the future will bring; but no amount of this can justify a "do-nothing" policy on their part. However desirable it may be to maintain an attitude of faith and hope, we know that "faith without works availeth nothing". In this instance, the works required are obviously public works. In

addition, however, our governments should give leadership to industry by their own initiative and enterprise, and thus strengthen and stimulate the economic development of the nation.

It is important that the people of Canada realize that ours cannot be a static economy. To hold the line is simply not good enough, because our population is increasing, as well as our ability to produce, and there must be a steady increase in available employment and in

national income, if serious economic setbacks are to be avoided. There can be no excuse in Canada for unemployment of serious proportions, and, while there are a number of factors responsible for unemployment in any particular industry, it should be evident that part of the blame must be laid upon our haphazard methods of production. In this respect, the labour movement has strongly urged that the Federal Government establish advisory committees on which Management and Labour, as well as the Government, would be represented, with a view to discussing regularly the problems of the industry and proposals which would maintain progress and prosperity to the fullest possible extent.

Our political leaders are constantly telling us how well off we are compared with people in other countries. Any credit for higher standards of living in Canada is due to the fact that we have been richly endowed with resources, and have a highly developed industrial structure, as well as skilled labour, but if our own resources and our productive capacity were efficiently used, we could give considerably more help to less fortunate countries, in addition to raising our own standards.

*(Continued on page 1688)*





## Gérard Picard, General President,

### Canadian and Catholic Confederation of Labour

When the time comes to express wishes for 1955, one should give a look back on the road travelled in 1954.

May I be permitted, first of all, to hope for the pursuit of intense union activity filled with hard work and effort. It is only at that price that the labour movement can progress.

The past 12 months have not only brought progress for the working men; we have met deceptions. Instead of witnessing the realization of the "full employment" promises so often repeated during the last war, we have had to endure an unceasingly increasing unemployment, all the more deadly because it seems to be taking on an aspect of permanency for the future, depriving hundreds of thousands of workers of their livelihood.

Moreover, at a time when the Canadian economy seems to be on the way to becoming stabilized, it is disappointing to find employers showing a more and more grudging attitude towards the wage-earners, although a conciliatory policy seems more indispensable in periods of

economic difficulty than in periods of great prosperity.

I therefore hope that the year 1955 may be a year of effective measures against unemployment and of renewed efforts to establish a system of real labour-management co-operation in our country. The realization of these wishes would mean the

attainment for the wage-earners of that standard of living to which they are entitled and would protect that Christian spirit which we claim as ours from the terrible setbacks it has already suffered in too many countries.

May 1955 be a happier year and may it be a more auspicious one for the social rebirth which is indispensable and which alone can assure us of fair and lasting peace.

To the religious and civil authorities, to those who are friends of trade-unionism and of the workers, to the officers and members of our syndicates, to all wage-earners and to the people as a whole, I offer my best wishes for health, joy and happiness during the coming year.



*(Continued from page 1685)*

I am always mindful of the great responsibility which was placed upon me when the convention elected me President. I hope that the confidence thus shown in me by this "Greatest Canadian Family" will be fully justified through my stewardship. At the same time it should be remembered that President Emeritus Percy R. Bengough left this Congress in excellent condition and a firm foundation upon which to build for the future. With the co-operation of all affiliated organizations we will be able to grow and prosper, and realize our ultimate ambitions as organized working people.

The "no-raiding" agreement was ratified by the convention. In November it was signed by the officers of the two Congresses and will come into force on January 1. All affiliated organizations have been asked to add their ratification to the agreement and to become signatories to it.

It is my hope that all affiliated organizations will sign the agreement for I believe that in this direction lie the greatest possibilities for further achievements by organized labour in Canada.

We still have many problems to solve. Not the least of these is the attainment of a nation-wide health insurance plan. One thing I believe we can all agree to: our influence and our ability to make further gains in all fields depends on how well and how widely we can become and remain organized. A well organized and wise membership will be capable of achieving the goals we have set for ourselves in convention resolutions throughout the years.

With these thoughts in mind, I wish every officer and members of all affiliated organizations a very Merry Christmas and a happy and prosperous New Year on behalf of the The Trades and Labour Congress of Canada.

## W. H. Phillips, Chairman,

### National Legislative Committee (Canada), International Railway Brotherhoods

Members of our Committee, railway labour leaders, government and railway officials, as well as his many friends throughout Canada and the United States, were deeply grieved to learn of the passing of our good friend and associate James B. Ward, Assistant Grand Chief Engineer and National Legislative Representative, Brotherhood of Locomotive Engineers, who died at Vancouver on October 18, during a routine business trip to Western Canada. He served his organization and Labour in general with distinction. In his capacity as General Chairman, BLE, Canadian Pacific Railway, he headed the General Conference Committee, Standard Railway Labour Organizations, from 1933 until 1947, when he assumed the office he was holding at the time of his death. During World War Two he served as a Director of the War Assets Corporation and as a member of the National Labour Supply Council. He was awarded the CBE in recognition of his contribution to Canada's war effort.

Mr. Ward will be sorely missed by his associates. His passing is a serious loss to the labour movement.

The unemployment situation throughout the country has developed into a serious problem, warranting the attention of the Federal Government. It appears to us that a public works program should be instituted, with particular attention being given to the elimination of the most hazardous railway crossings, through the construction of over- or under-passes as conditions warrant.

The agricultural situation, particularly in Western Canada, is not at all bright. The difficulties being experienced in marketing surplus wheat, together with the sharply

reduced yield of the western grain fields during the past year, constitutes a serious set-back for western farmers and is a contributing factor to the present unemployment situation.

Another factor which contributes in no small degree to unemployment among railway workers is the progressive dieselization of the railways. The impact of dieselization is most keenly felt by employees in the mechanical and operating departments. Determined efforts are being made to obtain legislation comparable in principle to that specified in the Canadian National-Canadian Pacific Act, which will provide protection to employees who are displaced or reduced due to the substitution of diesel power for steam. We believe we are justified in seeking such legislation as the employees affected by the transition should be permitted to share, to a degree at least, in the benefits accruing to the railways from the increased productivity per employee as the result of dieselization.

We entered the year 1954 with a spirit of optimism and a hope that the international situation would become brighter as the months passed. Whether or not the situation has improved during the year is a debatable question. We do know the employment situation has deteriorated. However, in viewing the over-all picture we can see no just cause for pessimism and feel we can approach the New Year with confidence. The resources of Canada are unlimited and its citizens are vigorous and enterprising. The industrialization of the country is progressing at a fairly satisfactory pace and we believe any recession will be of temporary duration only.



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*(Continued from page 1686)*

We certainly have no right to adopt an attitude of complacency in the face of conditions which can be remedied, if we have the willingness and the courage to make the effort involved. The lot of many thousands of Canadian workers and their

families, and of vast numbers of people in other countries throughout the world, could be greatly improved, and the New Year made happier for them, if we accepted our responsibility to use the productive capacity of the nation in the service of mankind.



# Vocational Training Advisory Council Holds 22<sup>nd</sup> Semi-Annual Meeting

Minister of Labour warns that possibility of declining revenues means stringent inspection of vocational training programs will have to be made. Number of young journeymen "wholly inadequate" Council told

Apprenticeship and the need to offer more training opportunities for Canadian youth in the various trades came in for considerable discussion at the 22nd meeting of the Vocational Training Advisory Council in Ottawa, October 28 and 29. The two-day meeting was under the chairmanship of Dr. G. F. McNally, former Chancellor of the University of Alberta. Educationists and provincial representatives from all parts of the country attended.

In addition, the Council spent considerable time discussing the various schedules under which vocational training programs are conducted. Rehabilitation of the disabled and the federal-provincial programs under which this training is carried out were detailed for the delegates by Ian Campbell, Federal Co-ordinator of Rehabilitation, and Arthur W. Crawford, Director of the Training Branch of the federal Department of Labour.

## Minister of Labour

Warning that the most stringent inspection of vocational training projects will have to be made, the Hon. Milton F. Gregg, when welcoming the delegates to their semi-annual meeting, said that the world was entering a period of more stability following the end of the Korean war and as a result Canada was faced with a period in which her revenues would be less buoyant than they had been. He asked the delegates to bear this in mind during their deliberations.

## Deputy Minister of Labour

A. H. Brown, Deputy Minister of Labour, told Council that the Department was working on the renewal of the Vocational Schools Assistance Agreements. He said that the work in this field was as far advanced as was practicable and he urged the delegates to be optimistic regarding the outcome.

## Progress Report

All provinces have been visited since the last meeting of Council, C. R. Ford, Assistant Director of the Training Branch, told the delegates. He pointed out that

from April 1 to August 1 there had been 633 new enrolments in training classes compared with 369 in the same period of 1953.

Mr. Ford reported that the majority of the trainees at the special project at Marysville, N.B., had completed training and were presumably employed. As far as other training schemes were concerned, Mr. Ford said that discussions had been held in the Prairie Provinces regarding the need for training pipeline welders.

Training classes for fishermen are being increased, the Assistant Director said, with four instructors now working in Newfoundland and one in Nova Scotia. A new series of agricultural courses, ranging from eight to sixteen weeks, has been approved in British Columbia.

Instruction in vehicle mechanics is being reduced but more trainees are being sent to telecommunications classes, Mr. Ford reported. Centres where these programs are carried on are Moncton Technical Institute, N.B., Three Rivers Technical School, Que., Institute of Trades, Toronto, Manitoba Technical Institute, Winnipeg, and the Canadian Vocational Training School at Calgary. Under these programs, 238 students were enrolled between April and August 31, Mr. Ford said, compared with 210 during the same period of 1953.

A program of training for airport mechanics was organized at Gander, Newfoundland. The courses, which were begun this summer, are expected to continue intermittently for a year or two, Mr. Ford stated.

Canadian Vocational Training supplied 173 civilian teachers for the armed forces between April 1 and August 31, Mr. Ford's report noted. Of these, 43 went to the Army, 60 to the Air Force and 70 to the RCAF Reserve. These teachers are hired and paid by the provincial governments concerned.

Under the schedule dealing with the training of disabled persons, Alberta, Saskatchewan and New Brunswick are at present carrying on programs, Mr. Ford reported. As of April 1, there were 272 disabled persons in training and to date, 159 have completed their courses.

Many young people are not taking advantage of opportunities to become skilled workers and technicians because of poor vocational guidance, the National Manpower Council in the United States reported on November 25. The Council's statement was made in announcing the publication on December 20 of a three-year study of the nation's skilled labour force entitled "A Policy for Skilled Manpower".

The study, which covered some nine million skilled workers, shows that the lack of proper vocational guidance in secondary schools and the armed forces leaves many young workers unaware of the numerous ways in which they may acquire skills. The Council said that a young person does not have an easy decision to make in deciding whether or not to train as a technician or a skilled worker.

"When he seeks guidance, he finds comparatively little usable information," the Council said. "Much of the training that a young person requires in order to qualify as a skilled worker is secured not in school, but on the job."

In addition, the study considers current education and training of workers, secondary education and the vocational training for enabling young persons to attain maximum benefits through ability and opportunity. The enlargement and improvement of the nation's supply and use of skilled manpower and the development of better vocational guidance methods are also surveyed in the Council's report.

The Council was established at Columbia University by President Eisenhower in 1951, when he was President of the University.

Turning to vocational correspondence courses, Mr. Ford's report stated that no new courses have been completed since May and that in Alberta, the correction service in coal mining courses is being discontinued because of a lack of enrolments. Mr. Ford's report recommended that a director be appointed in each province to supervise, develop and promote vocational correspondence courses.

His report showed that under the agreement covering correspondence courses, 21 have been prepared, 37 are under preparation and four others are under consideration.

Mr. Ford's report concluded by recommending that the vocational training agreement be renewed for another five-year period with no additional allotment of funds.

### Apprenticeship Report

Making his first report to Council, S. R. Ross of the Vocational Training Branch told delegates that a detailed analysis of the machinist's trade is at present being undertaken. He estimated that this project should be completed by March 31, 1955. A

similar analysis of the carpentry trade should be completed this fall, he stated.

Mr. Ross, in his report, emphasized the need for competent instructors in the field of vocational training. In order to alleviate this need, the Training Branch is recommending a class in teacher training for a six weeks' period, during May and June 1955, in Toronto, he stated. The Department of Labour is offering to share in "certain elements" of the cost of this program, Mr. Ross' report stated.

Mr. Ross observed that in some centres the number of apprentices was very small. He suggested that this was a matter that might be given some consideration from the viewpoint of effectiveness and cost. Under certain circumstances, his report noted, classes might be pooled or the minimum number established before training began.

For the general information of Council, Mr. Ross presented a compilation, based upon the quarterly reports of the provincial Directors of Apprenticeship, of apprentices in the building trades for the period April 1946 to June 1954. The number of registered apprentices in the building trades in the eight provinces with which an agreement had been signed was as follows:—

March 31, 1947.....	5,343
March 31, 1948.....	6,261
June 30, 1949.....	5,424
June 30, 1950.....	5,111
June 30, 1951.....	5,471
June 30, 1952.....	5,394
June 30, 1953.....	5,610
June 30, 1954.....	6,615

Mr. Ross said that there was no significant change in totals over this period and that the numbers were not in keeping with the "fast pace" of the industry or the volume of work accomplished. A summary, by trades, of the cumulative number of registered apprentices from 1947 to June 30, 1954, was presented in Mr. Ross' report:—

Carpenters .....	4,916
Electricians .....	6,069
Bricklayers .....	1,672
Painters .....	1,041
Plasterers .....	931
Plumbers .....	4,938
Steamfitters .....	1,080
Sheet Metal .....	2,560

The report noted the percentage of apprentices discontinuing training in these various trades: painters, 39·8; carpenters, 33·6; sheet metal, 30·9; electricians, 24·1; plasterers, 23·95; plumbers, 23·55; bricklayers, 22·0; and steamfitters, 21·5.



Mr. Ross concluded his report by noting that the number of young journeymen being developed was "wholly inadequate" to replace the skilled workers who leave the building industry through death, old age or for other reasons.

Following the presentation of Mr. Ross' report, a lengthy debate ensued upon the effect of immigration upon apprenticeship. Toronto was cited by several delegates as an area where this effect was most noticeable.

### Rehabilitation of the Disabled

Speaking to Council on the rehabilitation of the disabled, Ian Campbell, Federal Co-ordinator of Rehabilitation, reported that eight provinces have agreed to the program and that seven have already appointed provincial co-ordinators. Pointing out that training schemes are already under way in three provinces, Mr. Campbell said "the whole program is beginning to take shape".

He noted that the first provincial co-ordinator had been appointed this March in New Brunswick and that 76 persons were already taking training in that province. Mr. Campbell emphasized the impetus given training programs when provincial co-ordinators are appointed.

### New Training Schedule

A new training program, to be known as Schedule "G", received Council approval after considerable debate. The schedule, which will be in the form of enabling legislation, is designed to assist provincial agencies whenever they are requested by the Federal Government to provide training programs for persons in such occupations as navigation and marine engineering, teachers for the armed services and airport mechanics at Gander airport.

A motion approving the new program was carried in Council, calling upon the Federal Government to bear the entire cost of such programs in cases where it made the original request for instructors and classes.

### Training for Pipeline Welders

Discussion on the establishment of training classes for welders in the pipeline

A "potentially disruptive" shortage of skilled unionized journeymen faces the printing industry in the United States, The Printing Industry of America, a trade association, declared last month.

The association, composed of about 5,000 printers and lithographers doing about 85 per cent of the country's commercial printing, called for doubling of the industry's training programs.

A report released by the association's Union Employers Section showed that 23 per cent of the union production workers in the industry were 55 years of age or older and that 30 per cent of the unionized journeymen would leave the industry in the next ten years because of death, retirement or other reasons.

Moreover, the report showed, although the industry should be training at least one apprentice for every five journeymen now employed, it was now training only about one-half this minimum requirement.

"The industry without doubt faces a challenge to recruit and train large numbers of replacement journeymen," the report said. "It is a challenge that labour and management must meet intelligently and jointly.

"On its part, management must recognize that it has to invest money, time and equipment in the training of apprentices. On the other hand, unions must remove artificial barriers that have been put in the way of training and must lend wholehearted support to management's efforts to undertake the job for the future."

industry occupied a considerable portion of the delegates' time. It was pointed out that the industry was just entering its period of growth and development and that the need for experienced welders would increase.

The effect such training would have upon unemployment in certain areas received considerable attention. A. W. Crawford, Director of the Training Branch, suggested that the three Prairie Provinces discuss the matter jointly with reference to such items as the establishment of schools, uniformity of instruction and the schedule of fees to be levied.

No date was set for the next meeting of the Council, which meets twice a year.

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# Labour Briefs to the Cabinet

Unemployment and suggested remedies for it dominate annual memoranda of three of Canada's four major labour organizations. Prime Minister says he does not expect unemployment as grave as delegations predict

Three of the four major Canadian labour organizations concentrated on unemployment and suggested remedies to alleviate it in their annual memoranda of legislative and administrative proposals submitted to the Cabinet during the week of November 8-12. The fourth delegation, representing the international railway brotherhoods, made mention only of technological unemployment resulting from the increasing use of diesel instead of steam power on the railways.

The Trades and Labour Congress of Canada said it was "greatly" concerned over unemployment and suggested "steps which our Government can take to encourage economic activity". The Canadian Congress of Labour declared that "we are in the midst of an unmistakable recession" and recommended the adoption of a 12-point program to increase consumer purchasing power. The Canadian and Catholic Confederation of Labour said it was convinced that present unemployment is not exclusively seasonal but has "the characteristics of cyclic unemployment".

All delegations again made requests on housing, unemployment insurance, health insurance, immigration, taxation, family allowances, and old age pensions. The railway

brotherhoods placed emphasis on matters of particular concern to railway workers.

Replying to the submissions, the Prime Minister, Rt. Hon. Louis St. Laurent, said the Government did not agree that unemployment was going to be worse this winter than last. He told the delegations that while the Government would be happy to implement their recommendations regarding social services, additional outlay required additional income and to find that was a difficult problem. He also pointed out that, while there has been an improvement in the international situation, it hasn't been sufficient to permit of any substantial reduction in expenditures for defence.

More complete details of the briefs and the Prime Minister's reply to each are given below.

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## Trades and Labour Congress of Canada

TLC's "very great concern" over unemployment dominant theme of annual memorandum. Congress suggests steps Government can take to encourage economic activity so more opportunities for employment will result

Its "very great concern" over unemployment was evident throughout the annual memorandum of the Trades and Labour Congress of Canada, submitted to the Cabinet November 9. Unemployment and unemployment insurance together were given more than double the space given in the brief to the subject that occupied the next largest number of pages; and unemployment was mentioned in connection with requests regarding immigration, taxation, trade and even the elimination of railway level crossings.

The need for "appropriate and effective action" by the Government to offset an

expected decline in employment and employment opportunities this winter was emphasized by the TLC.

The memorandum, the first presented by President Claude Jodoin since he assumed office, suggested "steps which our Government can take to encourage the development of economic activity with consequent opportunities at a higher level and on a year-round basis".

The memorandum also recommended amendments to the Unemployment Insurance Act "during the coming session of Parliament in order that these improvements may be effective during this season's slack months".



The TLC again requested introduction of a nation-wide health insurance scheme "without further delay" and repeated its requests for higher old age pensions payable at lower ages, for more government encouragement of house-building, for a selective basis for immigration, for increases in personal income tax exemptions, for encouragement of trade with all countries, for amendments to the Canada Election Act, for a Bill of Rights and for federal vacations with pay and fair wage Acts.

Prime Minister Louis St. Laurent, who headed the ten Cabinet members who received the TLC delegation, said that the Government did not anticipate as serious an unemployment situation as did the Congress. He promised the labour body that its recommendations and requests would receive serious consideration and that the Government would do its best to further the Congress' objectives.

## TLC Requests

### Unemployment

While it commended the efforts of the Minister of Labour in investigating seasonal unemployment, the TLC wished to impress on the Government "the need for appropriate and effective action to offset the expected decline in employment this winter". It recalled that its estimate of unemployed workers made last February had been disputed but later proved correct.

"With another winter approaching," the brief continued, "we are faced with the prospect of another season of substantial unemployment with a total reaching a figure well above that of last season." As an immediate and important measure to counter the unemployment situation, the brief called for the amendment of the Unemployment Insurance Act in order that "through the maintenance of income and purchasing power in the hands of the unemployed others will be kept in employment who may otherwise also become unemployed".

Stating that there are "steps which our Government can take to encourage economic activity with consequent opportunities at a higher level and on a year-round basis", the Congress made the following recommendations:

1. That anti-dumping legislation be enacted to stop the importation of goods which are ordinarily produced in Canada.

2. That a program of public works be started which will include an appropriate number of those projects which have been planned for the purpose of producing employment in such conditions as now confront us and which have been referred to from time to time as "timing works".

An interested spectator at the presentation of the TLC brief was Percy R. Bengough, whose retirement from the presidency of the Congress became effective only eight days earlier.

His presence did not go unnoticed. In his welcome to the TLC delegation, Prime Minister St. Laurent coupled his greetings to the new President, Claude Jodoin, with "regret that it had seemed advisable to his predecessor to step down at this time; we wish him many happy years".

3. That encouragement be given to the construction industry to provide the maximum employment possible during the winter and spring months.

4. That encouragement be given to the planning of spending by governments at all levels: federal, provincial and municipal.

5. That an advisory committee on seasonal unemployment be established on a broad national basis on which there should be representation of organized labour.

Considerable emphasis was placed on anti-dumping legislation, the Congress noting that imports from "cheap" markets caused serious difficulties and unfair competition and had resulted in otherwise unnecessary layoffs. The importing of cheap goods was termed the importing of "expensive unemployment".

In addition, the brief urged the Government to see that Canada received a fair share of the equipment and materials used in the construction of the St. Lawrence Seaway and warned that its development should not create employment abroad as against employment in Canada.

The Government was also called upon to assume responsibility for "unemployed employable" workers as municipalities were experiencing difficulties on account of workers being without incomes either because they were not covered by unemployment insurance or because they had exhausted their benefit rights.

### Unemployment Insurance

Present-day conditions have made "urgent" amendments to the Unemployment Insurance Act, the TLC brief stated, emphasizing the need for longer periods of benefits and for the extension of supplementary benefits. Specifically, the Congress made the following recommendations:

1. That benefits be increased to equal at least two-thirds of the weekly wages of the claimant.

2. That the waiting days be reduced to three including the first day of unemployment.

3. That the period of employment necessary to establish benefit rights be shortened.

4. That the period during which benefits are payable be lengthened.

5. That supplementary benefits be increased and the period in which they are payable be extended.

6. That supplementary benefits be paid to those who have exhausted their regular benefits, and in the Prairie region this to continue until May 1.

Unemployment caused by illness should be covered by unemployment insurance, the Congress urged.

The following amendments to specific sections of the Act were recommended: removal of the present restrictions upon married women, continuation of benefit payments to married women who become pregnant, entitlement of a widow of an insured person to his benefits provided she is looking for work, payment of benefit to apprentices attending technical schools and making available all decisions of the Umpire on a continuing basis and as they appear to members of panels of Courts of Referees.

Referring to the groups covered by the Act, the Congress reiterated its view that all workers should be brought within its provisions. The immediate coverage of hospital employees was requested.

### **Health Insurance**

Lack of a national health plan has left a "very wide gap" in Canada's social security program, the TLC brief stated, urging the establishment of such a scheme without "further delay". The "rapid growth" of private health plans was cited as "ample evidence" of the great demand for schemes whereby Canadian families can prepay the cost of hospital and medical care.

The Government was urged to take the lead in establishing a nation-wide, government-subsidized health insurance plan which would provide for medical, dental, surgical and optical care, hospitalization, the provision of artificial limbs where necessary, psychiatric treatment and competently supervised mental homes.

### **Housing**

Further encouragement is needed from the Government to stimulate the construction of low-rental and low-cost homes, the TLC said, recommending that lower income groups be enabled to obtain new housing without down payment. The Congress asked specifically that individual home purchasers be allowed to obtain direct loans from Central Mortgage and Housing Corporation at 3 per cent.

"The need for new housing is still great in many parts of Canada," the TLC asserted. Despite changes in the National Housing Act made during the last session, it added, "the down payments and high interest rates still place new housing out of reach of lower income families".

Slum clearance was advocated in the brief as was encouragement by the Government of "much greater participation" by municipalities in such undertakings under the terms of the National Housing Act.

### **Immigration**

An immigration commission, having equal representation from labour, management and government, was urged by the Congress as it expressed its concern over unemployment and the threat of a substantial number of workers being idle in the winter and spring months. The brief said that it was "more than ever necessary" that immigration be carefully handled in order that Canadian workers will not be faced with "a further reduction in job opportunities" due to an over-supply of available workers.

Immigration on a selective basis for 1955 was recommended in the brief and the entry of only those for whom there was a "clear and certain" need was advocated. The Congress noted that new immigrant workers are being encouraged to take jobs at lower rates of pay and longer hours than those prevailing in the areas or industries and those established under union agreements. The Government was urged to see that new immigrants were not exploited in this manner.

### **Labour Legislation**

Amendments to the Industrial Relations and Disputes Investigation Act were recommended by the Congress. The amendments, which the brief urged be introduced at the coming session of Parliament, included the following:

1. Check-off of union dues to become mandatory when this is properly authorized by the recognized bargaining agency.
2. Minister of Labour to appoint one conciliator or one conciliation board in a dispute between an employer and more than one union when requested by the unions concerned to do so.
3. Expansion in membership of the Canada Labour Relations Board to include alternates as well as members.
4. Extension of the Act to cover all employees of the Government including those on hourly rates.

In addition, the TLC asked that all employees of the Government and its agencies be granted full rights of collective bargaining, of certifications and of obtaining signed agreements by being brought under the Industrial Relations and Disputes Investigation Act.

### **Taxation**

Stating that changes are needed in the present federal taxation structure in order to encourage industrial and commercial



employment opportunities and to expand the domestic market, the TLC urged that personal exemptions for income tax purposes be increased to \$1,500 for single persons and to \$3,000 for married persons. The Congress also asked that the deduction for dependent children be raised to \$400 whether family allowances are being received or not.

Among the other important recommendations concerning taxation were the following: removal of the special excise tax, particularly on automobiles, deduction of the cost of buying and maintaining equipment and clothing used by workers, deduction of medical expenses including medicines and drugs, and finally, that deductions be permitted of the travelling expenses of workers in the construction and building trades.

The Congress recognized the need of the Government for income in order to meet necessary disbursements and to develop the social security recommendations contained in its brief. It added, however, that its views on tax changes were designed to ease the "uneven burden of taxation upon those we represent" and to assist in developing the home market through increased purchasing power.

Concerning double income taxation "in one province", the Congress asked the Government to correct "this situation at the earliest possible moment".

### **Government Employees**

The federal Government was commended by the Congress for granting the five-day, 40-hour week to ships officers and crews and for the general revision of the regulations governing these employees. Extension of the five-day, 37½-hour week to administrative classes and the five-day, 40-hour week to operating classes in all parts of the country was also advocated.

Concerning overtime by government employees, the brief asked that this be paid at time and one-half for all classes for all time worked in excess of the standard work week of 40 hours with double time to be paid for all work done on Sundays and statutory holidays. The Congress added that operational staffs should be paid in cash for overtime work in the month following that in which it was earned.

Among other requests made by the Congress concerning government employees were the following: that employees of the Unemployment Insurance Commission be compensated for overtime with cash payments, time-and-one-half rates to be paid to prevailing rates employees after 40 hours

work in a week and after eight hours in a day, that double time rates be made effective for Sunday work, that collective bargaining be initiated between the Government and the organizations chosen by the employees as their representatives, the Superannuation Act be amended so that the retirement pension is based on the average salary or wages earned in the best five years of employment and that bonuses be paid to retired civil servants in order to compensate for increases in the cost of living.

### **Other Legislative Requests**

Amendment of the old age security legislation to provide monthly pensions of \$70 at age 65 for men and 60 for women was requested in the Congress brief. In addition, the provision, free of charge, of medical, surgical and dental services and drugs to all recipients of old age security was also recommended.

An increase in veterans' monthly pensions of \$60 for single and \$120 for married persons was urged. The brief further called for the raising of the limit on permissive income earned annually to \$600 for single and \$1,200 for married veterans.

Early enactment of a Vacations With Pay Act which would provide a minimum of two weeks' paid vacation for all employees within federal jurisdiction was recommended by the Congress. The brief also asked that this new legislation provide for at least nine paid holidays in each year.

Concerning fair wages, the brief asked that the present Act and Order in Council P.C. 5547 be incorporated in one legislative measure at the coming session of Parliament and that the anti-discrimination provisions contained in the Order in Council be included. The brief asked that fair wages on any project under government contract be those established in the "appropriate organized labour supply centre whether the project is carried out in that centre or away from it and the necessary labour must be drawn from that centre".

Amendment of the Government Annuities Act at the coming session, in order to place such annuities on "a reasonably competitive footing" with those offered by private companies, was urged. The Congress especially requested that the present maximum annuity of \$1,200 be "at least doubled".

Concerning divorce legislation, the Congress called for the enlargement of the grounds for divorce, amendment of the Divorce Jurisdiction Act so that it applies to all persons rather than married women

only and the recognition of divorces granted by competent courts in other countries.

Provision for full-time representatives of trade unions in Canada and duly accredited delegates to labour conventions to vote at advance polls in federal elections was urged by the Congress with regard to changes in the Election Act. Other changes called for were: the designation of political party affiliation of candidates on ballots, the provision that the vote be taken of persons confined to their homes, hospitals or other institutions and the lowering of the voting age to 18 years.

### Other Requests

Also requested by the TLC were:—

Federal Government encouragement of the development of the nation's natural resources and the maintenance of a high level of employment by stimulating improvement in industrial processes and assisting in the establishment of further industrial plants where they are needed.

A national natural gas conservation commission on which labour would be represented.

Action to ensure that the maximum number of Canadians are employed on the St. Lawrence Seaway project.

Federal financial assistance to the provinces in order to bring about a "greater equality of educational opportunities".

A federal allowance of \$7 a week to apprentices taking training in the various provinces and receiving provincial assistance.

Payment of family allowances beyond the age of 16 where the child is still attending school.

Sufficient financial aid from the federal treasury to ensure that the Canadian Broadcasting Corporation can "successfully resist full use of its facilities by commercial broadcasters". (The Congress went on record as favouring "the fullest public control of broadcasting" but warned against any development towards censorship "or anything akin to censorship" which would restrict the "fullest expression of opinion" on radio and television.)

Enactment of a Canadian Bill of Rights at the coming session of Parliament. (The Department of Labour was commended for the educational effort it has been making in connection with anti-discrimination and in particular with the application of the Canada Fair Practices Act and related federal legislation.)

Appointment of a Royal Commission to investigate the deep-sea shipping industry and the provision that all vessels operating

in Canada's coastal trade and between Canadian ports pay wages at the same rates as are paid under collective agreements by Canadians.

Government intercession with the Canadian National Railways management to provide that extra gangs previously on the company's payrolls in 1951 be restored.

The supplying of polio serum to all Canadians in need of it with the full cost being borne federally.

Provision for "adequate and expert" inspection of foods stored under freezing conditions.

Adequate pensions for the blind and disabled whether their disability is total or partial.

Federal Government responsibility for mothers' and widows' allowances and the payment of allowances to childless widows.

Development of a "broad program" of level railway crossing elimination which can be geared to a general public works program to provide employment.

Amendment of the British North America Act without awaiting the development of procedures by which it can be amended here in Canada.

Adoption by Parliament at the coming session of a "satisfactory" national flag and the designation of "O Canada" as our national anthem.

Protection of Canadian industry and labour from the effects of dumping.

Inauguration of a full inquiry into price spreads on such goods as foods and clothing.

The Congress brief concluded by stating that "approval of Parliament at this Session of appropriate measures to encourage employment will be greatly welcomed by our affiliated membership in all parts of Canada".

### Prime Minister's Reply

All would be very pleased if the recommendations made by the Congress could be completed at once, said Prime Minister St. Laurent in his reply to the brief. He pointed out, however, that when the Government spends money it also has to collect revenue and for this reason must proceed gradually, just as the Canadian economy has proceeded gradually during the last several years, in bringing about "these desirable improvements" in the social services.

He assured the delegation that all parts of the brief would be considered. "They will all receive consideration in the light of their implications, their beneficial implications, and their costs," he said.



Many of the "bits of legislation" referred to in the TLC brief are being "very seriously studied," the Prime Minister said. "They are being considered at this very moment and there will be new legislation during the coming session of Parliament."

### Unemployment

The Government is as concerned about unemployment as the Congress, Mr. St. Laurent said, but he disagreed with the TLC expectations that it will be more severe than last year. There are indications that made the Government feel that the predictions in the Congress' brief are "not apt to be realized," he declared.

"We do recognize that there are things that can be done by the Government," the Prime Minister said, "and they are under consideration; I can assure you that all those we find practical to realize will be set in motion and will be done." He continued:

We have a country where there is no reason, no matter what happens elsewhere, that there be any long period of large-scale unemployment. There are too many things that still require to be done in this country to make it necessary that manpower be wasted over any protracted period.

But adjustments cannot, of course, be made overnight. They take some little time and we shall do our best to see that those adjustments take as short a period of time as possible.

### Unemployment Insurance

Turning to the matter of providing unemployment insurance for persons who become unemployed through illness, Mr. St. Laurent said that this was a question about which there was considerable disagreement and that the law officers did not agree that it would be unemployment insurance but rather sickness insurance.

"When we come to the point where we are going to have sickness insurance we should not bring it in by any back door," he said.

We should call it what it is and provide for the whole Canadian population and not try to drag it in as one aspect of unemployment insurance. However, that is something about which there is diverging views, you know, even among those who sit around the table, as to whether or not it could be done as an aspect of unemployment insurance. But I think we all agree that when we do have something that is sickness insurance we should have the courage to come out and say so quite openly and ask Parliament to adopt it as such and not have it masquerading under any garb that would be regarded by many as false. They are matters about which our various departments will be glad to have further discussions with your representatives.

### Education

Turning to the Congress request for federal aid to education, Mr. St. Laurent stated that it was found to be unacceptable in one province. He added that for measures to work well in a democracy, the acquiescence of "a very substantial majority of our people" was required and not just a "bare majority".

The Prime Minister said that a broadening of the "adult education" of the Canadian public will make it possible to reach our objectives but he warned that we must not make "too great haste to get to them if we want them to be generally and warmly received by our fellow Canadians in this country".

### Housing

Referring to the TLC request for low-cost housing, the Prime Minister said that the Government could not do very much about keeping down the actual cost. He added:

I assume that what you mean there is devising some scheme whereby a part of that cost will not have to be borne by the beneficiary of the additional housing. That again is something that has to be provided for in one way or another, and here, though you have said nothing about it, I am still convinced that you and almost the unanimity of your members feel that we have got to continue to do our share in building up this international strength of the free world that has already brought about some improvement in the international situation; but it has not brought about the kind of improvement that would allow us to make any substantial reduction in what we have to devote to do our share in building up and maintaining that strength.

I know that is something of which your members realize the importance, and while we are doing that, while what we have to spend on national defence is not available to spend on other things that we would rather be in a position to devote it to, we have to live with the rest of the world, and we are doing pretty well in that respect because I think it is a source of legitimate pride to us all that we are regarded by the free world as really doing our full share, and there are no misgivings about that at all. They feel that whatever is reasonable for the free world to undertake for the mutual benefit of all free men and women is something that Canada will support, and will support in a way that means a full discharge of our responsibilities in that regard.

### Other Requests

Concerning the recommended changes in Canada's divorce legislation, Mr. St. Laurent said that the Congress would find in its own membership the same controversy that is found in the Canadian population generally. He added that there were "deep-seated" religious beliefs in connection with

divorce and that these bring about "honest divergent views" as to what can and should be done.

Referring to the Congress request for a satisfactory national flag, the Prime Minister said it was the word "satisfactory" that does not make it easy to choose a national flag at an early date. He wanted a flag that would be satisfactory to "such an overwhelming majority" of the Canadian population that it would be a symbol of unity and not a cause of "dispute and division," he said.

## Cabinet Ministers Present

Cabinet Ministers who accompanied Mr. St. Laurent at the presentation of the TLC memorandum were: Rt. Hon. C. D. Howe, Minister of Trade and Commerce; Hon. Milton F. Gregg, Minister of Labour; Hon. James J. McCann, Minister of National Revenue; Hon. Stuart S. Garson, Minister of Justice; Hon. Robert Winters, Minister of Public Works; Hon. Walter Harris, Minister of Finance; Hon. James Sinclair, Minister of Fisheries; Hon. Jean Lesage, Minister of Northern Affairs and National Resources; and Hon. Roch Pinard, Secretary of State.

## Canadian Congress of Labour

Says Canada's economic situation "decidedly worse" than year ago—"We are in midst of unmistakable recession"—and urges the adoption of a 12-point economic policy aimed at increasing consumer purchasing power

The Canadian Congress of Labour, in its annual memorandum submitted to the Government November 12, said that the fears it had expressed eleven months earlier regarding disquieting features and danger signals in Canada's economy "have unfortunately been more than confirmed". The situation, it said, is now "decidedly worse" than it was a year ago.

"In short," declared the Congress, "we are in the midst of an unmistakable recession."

The lengthy brief—it ran to 11,000 words—urged the adoption of a 12-point economic policy, and made recommendations and requests concerning foreign policy, compulsory arbitration, immigration, unemployment insurance, housing, industrial councils, a national labour code, the textile industry, fair employment practices, the Criminal Code, the British North America Act, government employees, the Dominion Coal Board, a national fuel policy, health insurance, women workers, taxation, pensions, the Canadian Broadcasting Corporation, and the St. Lawrence Seaway.

Prime Minister Louis St. Laurent emphasized in his reply to the brief that the Government has always given serious consideration to the Congress' recommendations and requests. He pointed out that Canada is one of the most prosperous countries in the world, and while the Government would like to enact the social legislation proposed by the Congress, present taxes for this purpose could not now be increased because of the country's

international commitments for the defence and security of the free world.

The CCL delegation was headed by President A. R. Mosher. The Congress brief was read by Secretary-Treasurer Donald MacDonald.

The Prime Minister was accompanied by 13 Cabinet Ministers for the hearing of the memorandum.

## The Congress Memorandum

A request, repeated from previous occasions, that the Government consult representative Canadian organizations on vital international issues and establish a committee to act in an advisory capacity to the Canadian delegation at the United Nations headed the list of submissions in the CCL memorandum.

Declaring that the record of the Canadian Government in the field of economic assistance to underdeveloped countries was inadequate, the brief urged that Canada increase to at least \$100 million per year her contributions for the Colombo Plan, the United Nations Technical Assistance Program, and the United Nations Special Fund for Economic Development.

The Government was also urged to recognize the *de facto* Government of China and press for its admission to the United Nations. "We believe the United Nations must act as a forum to reconcile world differences," the brief stated. "It cannot do so if major nations are excluded from membership."



## Foreign Economic Policy

While it agreed that a liberal trade policy is desirable, the Congress said that something must be done to offset its detrimental effects upon workers and communities. As a necessary prerequisite to any such policy, the Congress emphasized the importance of full employment.

The brief urged the Government to appoint Labour Attachés to its diplomatic posts in Europe, Asia and Latin America.

## General Economic Situation

The Congress presented statistics to show that both the index of industrial production and the index of employment in nine main groups of industries were in every month this year below that for the corresponding months of 1953. Similar comparisons were made showing reduction in net income of farm operators from farm production, retail sales, exports, and net national income.

These comparisons led the Congress to conclude that "we are in the midst of an unmistakable recession". The brief went on:

It is no longer merely a possible danger, as it was a year ago. It is a fact, and has been for the last eight or ten months. It is no longer, as it was a year ago, just a matter of coal and textiles and agricultural implements and motor cars. The crisis in all these is still with us, and has become worse; but it has also spread, though usually in a milder form, to a whole host of other industries, and affects every major sector of the economy....

It must be recognized that even a stable national income and stable employment are not good enough; we need a rising national income and rising employment if we are to provide full employment at a rising standard of living. Add together a falling national income, rising productivity per worker, and a rising labour supply, and the only possible result is rising unemployment.

The Congress said the statistics it presented disposed of any idea that current unemployment was seasonal or that it was confined to a few places or industries or regions.

From the Statement on Economic Policy adopted at its last convention, the Congress quoted the following:

The vast unsatisfied needs of the people, here and abroad, constitute a new economic frontier, virtually unexplored. How can we open and develop it? Only by putting more buying power into the hands of the people.

The Statement listed these 12 ways of increasing purchasing power:

(1) By pressing for higher wages.... Where depressed industries can show that increased wages cannot be met, they must, at least, be held at present levels.

(2) By reducing working hours and maintaining take-home pay to spread available employment.

(3) By increasing unemployment insurance benefits, establishing higher benefit categories, eliminating non-compensable days, reducing or eliminating the waiting period, and otherwise liberalizing the Unemployment Insurance Act.

(4) By providing, out of Consolidated Revenue, extended benefits for those who have exhausted their benefits under the Act but are still unemployed, and by establishing a nation-wide public assistance plan to provide for unemployed workers not covered by unemployment insurance.

(5) By increasing old age security benefits and family allowances, and providing cash benefits to maintain income during illness.

(6) By raising personal income tax exemptions, imposing a capital gains tax, repealing the tax exemptions for dividend income, and reducing the sales tax with a view to abolishing it as soon as possible.

(7) By a public investment program, including federal, provincial and municipal construction of housing, schools, hospitals and roads.

(8) By increased efforts to promote exports, through special trade missions, trade agreements with specific countries, and the lowering of barriers to international trade generally.

(9) By a planned immigration policy, based on the country's capacity to absorb immigrants in an expanding economy, without lowering the standard of living.

(10) By adequate measures to maintain and increase farm purchasing power.

(11) By a substantial increase in Canada's contributions to the Colombo Plan and United Nations' Technical Assistance, and by pressing for an International Development Fund under the United Nations.

(12) By special measures to help depressed industries to get on their feet, and to help depressed areas, either by bringing industry to such areas or by helping workers to move to places where work is available.

The Statement recognized that not all these measures could be put into effect immediately or simultaneously. It also recognized that the measures would involve deficit financing, but added:

Better a budget deficit than the human deficit of idle workers. And the longer we wait, the bigger the human deficit will be, and the bigger the budget deficit we shall have to incur to meet and end it.

## Compulsory Arbitration

The brief commented on the developments that have taken place in connection with the efforts of the non-operating unions of the railways to negotiate revisions in their collective agreements during the past year. Declaring its appreciation for the personal efforts of the Prime Minister and the Minister of Labour to bring about a satisfactory settlement of this dispute, the Congress recorded its "unalterable condemnation of, and opposition to, the further action of the Government in

threatening to forbid the exercise by the railway workers of their right to strike, and the imposing of arbitration".

### **Immigration**

The brief repeated an earlier Congress request for the establishment of a permanent Immigration Advisory Committee, representing organized labour, management, farmers, welfare organizations and other interested bodies.

The Congress expressed its support for the general principle of Government immigration policy, that the number and types of immigrants admitted should be governed by the country's capacity to absorb them. However, said the brief, the Congress "does not subscribe to the racial discrimination enshrined in the Act; and, in view of the present economic situation, and the prospects for the immediate future, it thinks the Government's estimate of present and near-future absorptive capacity is too optimistic".

The brief also criticized the sections of the Immigration Act that "place the immigrant at the mercy of officials endowed with sweeping and arbitrary powers" and expressed the CCL's belief that the entire Act needs to be thoroughly reviewed.

### **Unemployment Insurance**

The Unemployment Insurance Act, said the brief, is still far from being a satisfactory piece of social security legislation. "It still fails to insure many hundreds of thousands of workers, and those insured are insufficiently protected."

With regard to proposed changes in the Act, the Congress submitted the following recommendations:

(1) an increase in the rates of benefit, and the establishment of a closer relationship between benefits and earnings.

(2) the elimination of waiting and non-compensable days.

(3) a change in the minimum period in which benefits are available from the present six weeks to 20 weeks.

(4) payment of benefit during illness, whether or not the unemployment is due to the illness, and regardless of whether the non-compensable day and waiting days have been served.

(5) the establishment of supplementary benefit rates at the same level as ordinary benefits, with the cost of these benefits to be borne by the Consolidated Revenue Fund rather than the Unemployment Insurance Fund.

(6) the elimination, or at least a drastic revision, of the married women's regulations.

(7) extension of coverage to include classes of workers now excluded, especially employees of hospitals and charitable institutions.

(8) inclusion of a work-stoppage in the list of reasons for extension of the two-year period.

(9) elimination of the four-day regulation.

(10) elimination of the regulation declaring non-compensable the day of unemployment immediately before or after a recognized holiday.

The Congress urged that organized labour be given an adequate opportunity to examine any proposed changes in the Act before they are enacted.

### **Housing**

The increase in housing starts and completions since the introduction of the new Housing Act will do little more than keep pace with net new family formation, declared the brief. It will do nothing to decrease the housing backlog, which the Congress estimates at between 300,000 and 500,000 dwellings.

The brief said housing under the homeownership sections of the new Act is still too expensive for the ordinary wage-earner. The down payment and the interest rates are both too high. Subsidized low-rental housing, under Section 46 of the Act, is still not being "pushed" as it should be.

"The Government is apparently waiting to be stimulated into action by municipalities, where it should be energetically promoting the use of the section," said the brief.

### **Industrial Councils**

The Government was urged to take the initiative in establishing industrial councils composed of representatives of organized labour, management and government, which would have as their primary purpose the discussion of such problems as marketing, raw materials, and quality of product.

Noting that a beginning was made last year in calling together representatives of the farm implement industry, labour and agriculture, the brief said similar councils should be established in the automobile, steel, mining and textile industries.

### **National Labour Code**

The brief noted that in a growing number of industries, a single large corporation is operating plants in various parts of Canada. The requirement that the labour relations in these industries be governed by provincial labour regulations is obviously archaic, it said, and imposes on both management and labour restrictions which are becoming more and more burdensome.

One step towards promoting enterprise, said the brief, would be the adoption by the Government of a National Labour Code.

The brief requested that the National Labour Code provide for the voluntary check-off of union dues.



### **The Textile Industry**

The brief called attention to the continuing increase in unemployment in the textile industry throughout Canada.

The pattern of mill-closures and consequent unemployment is nationwide, it said, with some 37 companies in 45 mills ceasing operations since 1951. The number of workers in the industry has been reduced from 104,000 in April, 1951, to 76,690 at the present time.

We therefore strongly urge that a conference, representing the textile unions, the Government and the management, be called by the Government at once for the purpose of considering methods whereby the conditions which the industry is facing may be alleviated and the textile industry be established on a basis which will provide security to the industry and the employees directly concerned.

### **Fair Employment Practices**

The Congress commended the Government for the steps it has taken to make the Canada Fair Employment Practices Act better known, and generally to strengthen fair employment practices. It referred particularly to the series of radio broadcasts, and to the posters which have been distributed to employers and displayed in public buildings.

The usefulness of the Act, said the brief, could be increased by the establishment of a National Advisory Council on Fair Employment Practices, composed of representatives of organized labour, management, and other interested groups.

### **Criminal Code**

The Government was urged to introduce an amendment removing the features of Section 365 of the Criminal Code which are objectionable to organized labour.

"The Criminal Code," said the brief, "is not the proper place in which to provide legislation for the settlement of industrial disputes. The Industrial Relations and Disputes Investigation Act provides for the methods which are to be followed in settling such disputes, and it also provides for penalties resulting from the breach of the provisions of the Act".

### **British North America Act**

The Congress urged amendment to the British North America Act to provide that the jurisdiction of the Canadian Government shall extend to all matters of common interest to the Canadian people and which are of national importance and character.

When this is done, said the brief, the Government should establish a National Minimum Wage Act, providing for an adequate minimum wage throughout

Canada, and a National Hours of Work Act, providing for a 40-hour work week with penalty rates for overtime work.

### **Government Employees**

The Congress urged the Government to recognize and bargain collectively with unions of its employees.

With regard to prevailing rate employees, the Congress urged the immediate institution of the 40-hour week with overtime after 40 hours, the granting of furlough leave, the deduction of union dues, and negotiation of wages. It also recommended that the five-day 40-hour week be granted to all civil servants now working longer hours.

### **National Fuel Policy**

The worsening of the general economic situation, said the brief, adds new urgency to the proposal the Congress made last year for a further inquiry into the coal mining industry. A policy should be developed under which Canadian coal miners may enjoy full-time employment at adequate wages.

The Congress drew attention to research now in progress on the steam-turbine locomotive, and urged that this research be carried forward vigorously. It also urged that in order to maintain the coal mining industry in Western Canada in a healthy state, some of the coal now imported from the United States be replaced by coal produced in Canada.

### **Health Insurance**

The case for a national health insurance plan is now stronger than ever, said the brief. The proposed federal-provincial conference provides an excellent opportunity for giving consideration to such a plan.

"The workers of Canada are becoming weary of procrastination and excuses on this subject, the more so since the drop in defence expenditure is removing one of the chief excuses of recent years," said the brief.

### **Women Workers**

The Congress, saying it was pleased to note the Government's action in appointing a Director for the Women's Bureau of the federal Department of Labour, declared it was "confident that, with effective leadership and adequate staff, the Women's Bureau can indeed play an important role in helping to improve the status of women".

Regret was expressed that the Government had opposed the passage of legislation to provide equal pay for equal work for women, although this now existed in

several provinces. A properly-worded act without loopholes for industries under federal jurisdiction, said the brief, might set a standard for other provinces which have yet to enact such legislation.

### **Taxation**

The Congress recommended that unemployment insurance premiums, travelling expenses, and depreciation of craftsmen's tools be deductible for income tax purposes.

Also recommended were an increase of basic income tax exemptions from \$1,000 to \$1,500 for single persons, and from \$2,000 to \$3,000 for married persons, a drastic reduction of the sales tax and elimination of the sales and excise taxes on necessities, exemption for all medical expenses and removal of the \$60 limitation on the two-per-cent Old Age Security Fund tax.

The Congress urged the removal of the means test for blind persons and adequate allowances to blind persons of all ages, in addition to other pensions or income, to enable them to maintain a decent standard of living.

Where union dues are deducted under the check-off plan, said the brief, the employer should be required to include the amount deducted on the T-4 form issued to each employee.

### **Pensions**

The CCL recommended that old age pensions be paid at the rate of \$65 per month without a means test at age 65 for both men and women. It also urged that pensioners be allowed to receive their pensions in whatever part of the world they may wish to reside, or at least within the British Commonwealth and the United States.

The Congress, welcoming the establishment of the disability pension plan, expressed the hope that every effort would be made to co-ordinate the plan with rehabilitation.

The Government was urged to establish an industrial pension plan which would provide universal industrial pension coverage for all workers, a fund of employer-employee contributions administered by the Government, and pension credits accruing to employees during their working life, regardless of changes in employment.

### **Canadian Broadcasting Corporation**

The brief called attention to "the very strong trend toward centralized control of the means of mass-communication". It referred to the granting of television licences to groups "which have complete or

partial control of the radio station in the same area". In several cases, it said, the television station, the radio station and the local newspaper have a common ownership. This amounts to "monopoly control" and is a violation of the principles under which the CBC was established.

The Congress commended the CBC for initiating a series of labour broadcasts over its International Service.

### **St. Lawrence Seaway**

In the construction of the St. Lawrence Seaway, the Congress urged that Canadian labour and materials be utilized to the fullest extent possible, that Canada's right to expand the canal system be protected, and that the rights of Canadians be safeguarded by control of the system.

The Congress also urged that the Seaway Authority recently established by the Government recognize the right of its employees to bargain collectively through unions of their own choice.

### **Additional Recommendations**

Additional recommendations listed in the brief included: the enactment of a Bill of Rights, amendment of the Bankruptcy Act to provide protection for vacations with pay credits in the same manner as wages, the abolition of capital punishment, increases in family allowances, lowering of the voting age to 18 years in federal elections, indication on ballots of the political party of candidates, abolition of the Senate, and the appointment of a labour representative to the Dominion Coal Board.

The Congress also stated its opposition to the granting of injunctions in labour disputes.

### **Prime Minister's Reply**

Prime Minister St. Laurent, who gave his Government's reply to the memorandum, assured the delegation that the Government will give consideration to the views expressed in the brief, adding:

There are many of your recommendations, especially all those that deal with social legislation, which we would be very happy to accept, but there are some of them which suggest payments out of the Consolidated Revenue Fund for unemployment insurance, or other matters of that kind. But the Consolidated Revenue Fund, you know, is a fund that has to be built up by taxation from you and me and our fellow citizens.

Mr. St. Laurent said his Government would be glad to implement the Congress recommendation that the rates of taxation prevailing at the present time be reduced, if it was able to do so. He said he could



not entirely agree with the Congress that there has been a drop in federal expenditure. Any drop in these expenditures up to the present has been pretty small, he said, and indicated that there is going to be no decrease in Canada's contribution to NATO.

The Prime Minister said he did not think the Congress was entitled to express disappointment at its last convention that little or no attention had been given to the representations made by the Congress.

"I will admit that we have not implemented everything you recommended," he said, "but you must not take that as meaning that we have given little or no consideration to your representations. We give them very serious attention and consideration . . . and when we do not implement them it is not because we have not given attention or consideration to them, but because . . . in the exercise of our best judgment . . . we had to come to the conclusion that we just could not do it."

Mr. St. Laurent reminded the delegates that in comparison with other countries, Canada is "in a pretty comfortable position—so comfortable a position that you recommend that we are not doing enough for those not so well off as we are".

Referring to the suggestion in the brief that capital gains be the subject of taxation, the Prime Minister said the matter has been examined by the Department of Finance and Government experts many times.

"The conclusion that we have come to, on the advice of our experts so far," he said, "is that this matter of capital gains would not provide the amounts for some of the things that the recommendations of your brief suggest be remedied, and should not be imposed upon the other taxpayers."

Mr. St. Laurent said, in concluding his reply, that some new legislation would be introduced at the coming session of Parliament; but he could not discuss the actual terms of the bills until they had been introduced.

#### President Mosher's Remarks

CCL President Mosher, thanking the Prime Minister for the opportunity of presenting the Congress' views to the Cabinet, said he was happy to hear that at least some of the Congress' recommendations might be dealt with by legislation at the forthcoming session of Parliament.

Mr. Mosher assured the Prime Minister that the Congress was not suggesting that defence expenditures be reduced.

#### Cabinet Ministers Present

At the hearing of the CCL brief, the Prime Minister was accompanied by Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Hon. Paul Martin, Minister of National Health and Welfare; Hon. J. J. McCann, Minister of National Revenue; Hon. Milton F. Gregg, Minister of Labour; Hon. L. B. Pearson, Secretary of State for External Affairs; Hon. Stuart Garson, Minister of Justice; Hon. Hugues Lapointe, Minister of Veterans Affairs; Hon. Walter Harris, Minister of Finance; Hon. James Sinclair, Minister of Fisheries; Hon. J. W. Pickersgill, Minister of Citizenship and Immigration; Hon. Jean Lesage, Minister of Northern Affairs and National Resources; Hon. Ralph Campney, Minister of National Defence; and Hon. George Marler, Minister of Transport.

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## Canadian and Catholic Confederation of Labour

Says it is convinced present unemployment not exclusively seasonal and asks Government to undertake "dynamic" program of public works, help solve housing problem, keep consumer buying power at high level

Convinced that present unemployment is not exclusively seasonal, the Canadian and Catholic Confederation of Labour has asked the Federal Government to use every possible means to provide against what seems to it to be "a turning point in the Canadian economy".

Practically the whole of the CCCL's annual brief of legislative proposals, submitted to the Federal Cabinet on

November 10, was devoted to the question of unemployment and to the remedial measures that should be taken.

The labour delegation, representing some 100,000 workers of the province of Quebec, was headed by CCCL General President Gérard Picard, and General Secretary Jean Marchand.

The delegation was received by the Prime Minister, Rt. Hon. Louis St. Laurent, and 14 of his ministers.

The brief, prepared in English and in French, was read in French by Mr. Marchand but Mr. Picard as well as the General Secretary had many comments to add to it.

Noting that unemployment "constitutes the main subject of uneasiness among the workers," the CCCL first gave a brief analysis of unemployment statistics and of employment indexes and then proceeded to ask the Government to undertake a "dynamic program of public works," to help to solve "the housing shortage," to maintain the buying power of the population at a high level and to help in the establishment of enterprises through an Industrial Expansion Bank.

The CCCL also recalled its basic demands in the matter of unemployment insurance and asked that a permanent consulting commission be established to make a study of the Government's immigration policy.

The Prime Minister said that the Government was always pleased to receive suggestions made by people who made them objectively with a view to the welfare of the national economy.

The brief itself was made up of some 2,500 words only. A "second part" of about 3,000 words was, however, added to it. The second part set out the main requests that have been made in the past which constitute a permanent feature of the program of this labour organization.

## The CCCL Brief

Since the end of the war, employment was maintained at a relatively high level but in the last 12 months the situation has altered greatly, the brief stated. The fluctuations in the different economic indexes show that "unemployment has become a serious problem. It constitutes the main subject of uneasiness among the workers that we represent," said the CCCL.

### Unemployment

According to the CCCL, a comparison of the unemployment situation in 1954 with that of the preceding year shows a new trend: "a strata of permanent unemployment seems to superpose itself upon seasonal fluctuations of employment."

The brief quoted the following figures:

In January 1953, 187,000 persons were unemployed and looking for work; in January 1954, their number had reached 280,000. In 1953, the conditions of employment started to improve sooner; in April of that year there were 165,000 workers without jobs. In 1954, the same month showed a considerable increase; 303,000 persons were looking for work.

The July statistics are even more significant: in 1953, there were 90,000 persons without work, or 2.2 per cent of the total number of "paid" workers; this year, this number and this percentage have respectively reached 171,000 and 4.3 per cent. The situation did not improve much in August and in September, since in those months the unemployed totalled 174,000 and 167,000, respectively.

The number of unemployed persons has increased appreciably during the year but it is equally important to note that the periods of unemployment are longer than they were in 1953 for a large number of the workers concerned. The proportion of those who were four months and more without work has increased greatly. Compared to the corresponding months of the preceding year, the increases were as follows: 70 per cent in January, 128 per cent in April, 200 per cent in June and at least 165 per cent in July and in August 1954. In numerical terms, the increases amounted to 19,000 persons in January, 73,000 in February, 42,000 in June and at least 33,000 in July and August.

The CCCL concluded that "present unemployment is not exclusively seasonal or frictional, but presents the characteristics of cyclic unemployment". In view not only of the increase in the number of unemployed but also of the accumulation due to the fact that people without work stay unemployed longer, it predicts that if this trend persists, "a higher and higher number of workers' families will be found in painful conditions due to the fact that the rights to insurance allowances will be exhausted".

The brief drew the attention of the Government to the reduction of working hours for those who have kept their jobs. The CCCL notes, in certain sectors, an appreciable decrease in the average hours worked.

The CCCL also noted that all the main employment indexes have decreased in 1954 compared to the corresponding months of the preceding year. It adds that the margin is regular on the whole of the industrial elements, that it even increases as the year progresses.

"We note a small improvement in the paper and chemical products industries, and also in finance and services, but the decrease is pronounced in the following industries: textiles, garment, wood, metallurgy, manufacture of transport equipment, building and electrical appliances, in spite of the heavy demand for television sets."

The brief also stated that as production has registered successive decreases from January to July 1954, it arouses the same fears as the employment situation. This decrease, the CCCL pointed out, is particularly pronounced in the manufacturing industry, being 5.7 per cent from July 1953 to July 1954.



The CCCL declared that these facts show that the Government must "use every possible means to provide against what seems to us as a turning point in the Canadian economy".

"Workers, nevertheless," continued the brief, "continue to have faith in the future. They sincerely believe that Canada, with its great natural and technical resources, can give them these living conditions and this security, and that the general economic policy of the country should be directed towards that end."

For that reason, the CCCL requested that the Government:—

1. Undertake a dynamic program of public works, mainly in the areas where employment is increasingly scarce.

2. Help to solve the housing shortage in order to stimulate an economic revival while ensuring to the population better living quarters and contributing to the removal of slums.

3. Help in the establishment of enterprises capable of ensuring to workers some sources of permanent employment, through an Industrial Expansion Bank. The Bank should be authorized to make more generous loans so as to stimulate investments in new or under-developed industrial sectors.

4. Maintain the buying power of the population at as high a level as possible by increasing unemployment insurance allowances, family allowances and old-age pensions.

### Unemployment Insurance

The CCCL noted that the project of redrafting the Unemployment Insurance Act is an initiative which answers an urgent need and it expressed the hope that it will be consulted in due course.

The brief then recalled the CCCL's basic demands:—

1. Benefits should be increased so as to re-establish the relation existing in 1941 between the allowances and wages and to give the maximum buying power to the unemployed, while taking into account the condition of the insurance fund.

2. The scope of the Act should be extended to cover all workers, including hospital and welfare institution employees.

3. Present restrictions concerning waiting periods and married women must be abolished.

4. Benefit periods should be established with due consideration to the present unemployment picture, which seems to reflect a certain amount of permanency.

### Immigration

Recalling the conference recently called in Ottawa by the Minister of Citizenship and Immigration, during which representatives of employer associations, labour unions, farmers' groups and railway brotherhoods discussed certain aspects of the question of immigration, the CCCL recommended that a further step be taken and that a permanent consulting commission be formed.

This commission, according to the brief, could discuss in more detail and in a more practical way the policy of immigration, the present programs and the present Act and regulations.

The CCCL further suggested, so that immigration may be effectively selective and acceptable to labour, to suspend immigration not only in the case of industries affected by unemployment, but also in the case of industries that are natural outlets for unemployed Canadian workers because of their skills.

The brief emphasized that the main objection of the CCCL to immigration is less related to immigration itself than to the present economic conditions and to unemployment.

The brief added:

When, as at present, there are, in Canada, a few hundred thousand workers completely or partially unemployed, it is hard to conceive that there is room in this country for a great number of immigrants, in spite of the theory that the arrival of immigrants favours the expansion of the domestic market, of commerce, etc. Moreover, it is true that a certain number of immigrants come to Canada because they have a particular professional skill or for the purpose of starting new industries, and we have no objections to make in this regard; but the immigrants in this class represent approximately one-fifth of those that Canada is receiving this year. As for the others, the CCCL is aware of the difficulties they encounter, as it has an immigration service where, every year, from five to six thousand immigrants call. There would not be so many objections on our part even for a larger immigration if the national economic policy would first allow the Canadian citizens to earn a decent living.

### Criminal Code

The CCCL repeated its request (L.G., April 1953, p. 541) concerning the amendment of Section 365 of the Criminal Code relating to breach of contracts, in order to exclude all references to provincial labour laws.

The brief stated that, for a minor offence, a worker could be placed on the same footing as great criminals due to the fact that he would be prosecuted by virtue of a

provision of the Criminal Code instead of his being sued under provincial laws. A worker condemned for a minor offence would immediately be liable to further prosecution by virtue of another provision of Section 365, thus being exposed to a double punitive sanction or at least to being considered as a dangerous criminal, the CCCL added.

The brief concluded its considerations on the Criminal Code with the following:

In its present form, Section 365 has something odious for the workers, and the CCCL does not see any valid reason to justify the latter part, that which embodies the provincial laws in the Section the first part of which deals with sabotage. For the least offence, the workers will be prosecuted under the Section of the Criminal Code relating to sabotage and their reputation will be seriously compromised in the eyes of the public, due to the publicity given to that kind of accusation.

### **Income Tax**

The brief explained the position of the CCCL with regard to the question of the deductibility of the provincial income tax and asked the federal Government to deduct the provincial income tax from the federal income tax, or that an agreement be concluded which "should ensure to the provinces the right to sources of revenue sufficient to assume all their responsibilities".

### **Second Part**

The second part of the brief, which was not read, is to a large extent a summary of the requests already submitted to the federal authorities and which the last congress of the CCCL decided to submit again in the hope that the Government would give them its entire attention.

Among other things, the CCCL asked the Government to favour the construction of a deep-sea merchant fleet and to recognize the shipyard industry as a national industry.

With regard to income tax, the brief asked for an increase in the basic exemptions and in the exemption for each child.

The CCCL renewed its requests for the establishment of a permanent price inquiry commission, for an increase in family allowances proportionate to the increase in the cost of living and for a larger Canadian delegation to the sessions of the International Labour Conference.

Other requests that were renewed concerned broadcasts for workers on the CBC network, the right of association and collective bargaining for federal civil servants, diplomatic representation at the Vatican, the transformation of our natural

resources, the creation of a special commission to inquire into the activities, structure and mode of financing of the Bell Telephone Company, the revision of old-age retirement pensions and the adoption of a Canadian Flag.

The CCCL also expressed its opposition to compulsory military training in peace time.

The brief added that the CCCL intends to submit in the near future a detailed brief on the National Housing Act.

### **Prime Minister's Reply**

The Rt. Hon. Louis S. St. Laurent thanked the CCCL for its suggestions, promising that they would be given careful attention and emphasizing that the important thing for the workers as well as for the other classes of society is to have as flourishing as possible a national economy.

He stated that the international situation had improved but not yet to the point where it is possible "to make any substantial reduction in the enormous expenditures" we are obliged to make as our share of the contribution to that international military strength which is able to command respect "in those who, otherwise, would attempt to extend to their neighbours that domination which has already gone too far".

The Prime Minister said that there must be amendments to some laws, as mentioned in the CCCL brief. "We shall try, as in the past, to make these amendments in such a way as to give satisfaction to the greatest number of people, and we realize that improvements are always possible."

### **Unemployment**

With regard to unemployment, Mr. St. Laurent first said that the Government was trying to arrange its immigration program in such a way as not to increase the difficulties which are inevitable in a period of readjustment.

Making it clear that there should not be any long periods of unemployment for a great number of people in our country, he added:

We feel that there are still so many things to be done in our country that it should be possible to adjust our economy so as to prevent long periods of unemployment for a large number of workers, for after all, this is waste that does no one any good and is contrary to the interests of the people as a whole. It is desirable for the people as a whole that the greatest possible number of them may be able to work at something useful.



The Prime Minister explained that the Government has delayed public projects because it did not want to compete with private industry in obtaining manpower and materials.

He, however, gave to understand that in view of a certain slow-down in putting up big buildings while there is more and more building of home units, the Government was thinking of adopting certain measures in order to promote activity in this field.

"We shall endeavour to maintain activity in this field," promised the Prime Minister, "and we would like to convince those who may feel that in waiting they will get better conditions that there will be no slackening in that industry and that they won't gain anything by waiting too long."

Mr. St. Laurent made it clear that the situation was serious because, even with moderate unemployment, it is always serious for those who are without work. He denied, however, that conditions were as alarming as "some have predicted or imagined".

"We feel that there is no cause to worry too much, and I assure you that we are in a position to do everything that lies with us in order that unemployment may decrease or that it may not expand," he said.

### Income Tax

The Prime Minister, calling attention to that part of the CCCL brief that said that the provinces should have sufficient sources of revenue to carry out their responsibilities, pointed out that this is certainly desirable but added that the central Government must also have sufficient revenue to carry out the responsibilities which are its own.

He added:

We shall try to find and obtain solutions that are best fitted to the joint needs of federal, provincial and municipal governments and school boards. These are all essential public services and we must endeavour to harmonize the measures adopted so that whatever is available may be distributed and used to the best advantage of the greatest part of our population.

To conclude, the Prime Minister asked the CCCL to believe, not that all that the Government did was wise, but that "we always honestly do the best we can towards the adoption and carrying out of those policies that seem to us the most favourable to the greatest number of our fellow citizens".

### Gérard Picard

The General President then gave further details on certain points relating to unemployment.

He said that conditions might appear more serious if statistics were not limited to the 35-hour week. "There is a certain percentage of part-time workers who are not at present included in unemployment statistics," said Mr. Picard, "and conditions would become that much more serious, although it is impossible for us to determine whether or not this represents a large percentage."

The CCCL General President also suggested that the Tariff Board recently appointed to investigate the situation in the woollen industry be authorized to investigate the situation in the cotton industry.

Mr. Picard invited the Minister of Justice to reconsider Section 365. "We recognize that he did an excellent job in dealing with all the amendments that were proposed when the Criminal Code was being redrafted, but Section 365 is one of the points that we are unable to swallow."

He concluded by giving praise to the excellent relations existing between the CCCL and the Minister of Labour as well as the officials of his Department.

General Secretary Jean Marchand then spoke in favour of the extension of the Unemployment Insurance Act to hospital employees.

"We understand the financial difficulties facing hospitals," Mr. Marchand said, "but we do not see why hospital employees must bear what should rightfully be paid by the community."

The Prime Minister answered that that is a problem which is always under consideration. "Hospitals, for the most part, are in a position where there is no profit."

### Cabinet Members Present

Ministers who accompanied the Prime Minister were: the Rt. Hon. C. D. Howe, Minister of Trade and Commerce; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart S. Garson, Minister of Justice; Hon. J. J. McCann, Minister of National Revenue; Hon. James Sinclair, Minister of Fisheries; Hon. Lester B. Pearson, Secretary of State for External Affairs; Hon. Roch Pinard, Secretary of State; Hon. Jean Lesage, Minister of Northern Affairs and National Resources; Hon. Robert H. Winters, Minister of Public Works; Hon. Walter Harris, Minister of Finance; Hon. George Marler, Minister of Transport; Hon. J. W. Pickersgill, Minister of Citizenship and Immigration; Hon. Hugues Lapointe, Minister of Veterans Affairs; and Hon. Alcide Côté, Postmaster General.

# International Railway Brotherhoods

Make requests on matters of particular concern to railway workers as well as on subjects of concern to Labour generally. Housing said "one of prime unsolved problems of the day"; unemployment not referred to

The National Legislative Committee (Canada) of the International Railway Brotherhoods, in its annual submission presented to the Cabinet on November 10, dealt with matters of particular concern to railway workers and to labour generally.

Considerable space was given to the question of housing, which the brief described as "one of the prime unsolved problems of the day". The Committee again requested that lower interest rates be charged private citizens earning \$3,000 or less per annum, and asked that mortgage facilities under the National Housing Act be extended to cover existing homes.

Under the heading "Compulsory Arbitration", protest was registered against "the manner in which intervention was made in the dispute between the railways and the non-operating railway trade unions during the summer of 1954". This action, it contended, deprived railway workers "of one of their most democratic and basic freedoms—the right of each citizen to withhold his labour".

The Committee renewed requests of previous years for a national transportation policy, a national health insurance plan, higher social security benefits and amendments to existing legislation, including the Unemployment Insurance Act, the Railway Act and the Income Tax Act.

Unlike the submissions of the three Congresses, the brotherhoods' brief made no reference to unemployment.

The brief was presented by J. L. D. Ives on behalf of the Brotherhoods' some 140,000 members. The Prime Minister, Rt. Hon. Louis St. Laurent, accompanied by six members of the Cabinet, received the delegation.

In replying for the Government, the Prime Minister first referred to the passing of the late secretary of the Legislative Committee, James B. Ward, and extended sympathy on behalf of himself and colleagues to the family and the Railway Brotherhoods. Mr. Ward, said the Prime Minister, had "deep qualities of dignity and sincerity of purpose and gave able service to his organization.... We had become accustomed to his attendance at these meetings and we miss his friendly presence on this occasion."

The Government would be most happy to implement the recommendations made with respect to social services, the Prime Minister said, but it must be borne in mind that when providing for additional outlay provision must also be made for additional public income, and this is a difficult problem.

Although the international situation has improved over the last three or four years, it is not considered that it has yet improved to a sufficient degree to permit of any substantial reduction in the "very large portion" of the Budget that is still devoted to defence purposes, the Prime Minister said.

## The Railway Brotherhoods' Brief

### Social Security

The Committee renewed its request for more liberal social security allowances. It recommended:—

Payment of the old age pension at age 65 without a means test;

The rate of pension to be increased from \$40 to \$50 per month;

Old age assistance to be made available, with a means test, to women between the ages of 60 and 65;

Family allowances to be increased by \$2 throughout the scale.

The Committee commended the Government on the enactment of the Disabled Persons Act, authorizing it to enter into agreement with a province to pay a proportion of the allowances paid under provincial law to totally and permanently disabled persons. The hope was expressed that all provinces will avail themselves of this legislation.

### National Health Insurance

Reiterating its demand for a national health insurance plan, the Committee said "it is evident that under existing economic and social conditions a large number of our citizens are not receiving adequate medical, surgical and hospital services". In corroboration of its statement, the Committee quoted from the findings of the Canadian sickness survey and the Department of Health and Welfare survey of non-profit medical care insurance plans.



At the same time, the Committee commended the Government on its action in making health grants available to the provinces. "We are encouraged," it said, "by the leadership shown by your Government and look forward to the enactment of a national health insurance act."

### **Unemployment Insurance**

The Committee repeated its contention that the Unemployment Insurance Fund has "reached the point where it is sufficient to meet the needs of the unemployed worker more adequately" and asked that the matter be studied with a view to amending the Act to provide: (1) elimination of the waiting period and non-compensable days; (2) replacement of the present class of insured workers earning more than \$48 per week by two new classes, one to cover those earning \$48 to \$59.99 per week and the other for those earning \$60 or more per week; (3) an increase in the maximum weekly benefits of \$3 for all groups; (4) an increase in supplementary benefit rates from the present 70-per-cent level of the regular benefit to 80 per cent; (5) that workers who decline to cross another union's picket lines should not be disqualified for benefit; and (6) entitlement to benefit for insured workers who are unemployed because of illness.

### **Housing**

The housing shortage in Canada, stated the brief, "still remains one of the prime unsolved problems of the day".

While recent amendments to the National Housing Act have provided a much needed stimulus to the building trade, it said, the provision of insuring the mortgage has increased the monthly payments, and the resultant salary requirements make it impossible for the average Canadian worker to finance a home under the Act. The great majority of Canadian workers, stated the brief, are still earning \$3,000 per annum, with one worker out of three earning less than \$2,000 per annum; the Act, as amended, offers no assistance to these workers.

There are available, the brief pointed out, homes built in the 1920's, most of which are in good condition but many of which are standing vacant because of financing difficulties, which would be an "excellent source of housing for the average Canadian". The Committee suggested, therefore, that mortgage facilities available under the Act be extended to cover existing homes in good condition up to 25 years old.

The Committee also recommended lowering of the rate of interest to 3½ per cent for private citizens earning \$3,000 or less per annum.

Noting that the Defence Workers' Housing Loans Regulations, established by Order in Council subsequent to the enactment of the National Housing Act, provides for loans to assist in the construction of houses and rental projects for certified defence workers, the Committee asked that similar assistance be accorded railway workers.

### **Income Tax**

Assurance of a reasonable standard of living should be the guiding factor in determining income tax exemptions, the Committee declared. The rise in the cost of living during the past years justifies proportionate increases in the statutory exemptions, the Committee stated in proposing the following amendments to the Income Tax Act:—

(1) Statutory exemptions to be increased to \$1,500 for single persons, \$3,000 for persons with dependents and \$500 for each dependent not eligible for family allowances.

(2) The term "dependent" to include those taking vocational training courses.

(3) All expenditures for medical and dental care to be deductible.

(4) Where a married person supports his spouse during a taxation year and the spouse has an income for the year in excess of \$500 but not exceeding \$1,000, the allowable deduction of \$3,000 to be reduced by the amount of the spouse's income in excess of \$500.

(5) Cost of meals and lodging paid by a taxpayer while employed by direction of a railway company, on either temporary or regular assignments, at or out of outside terminals and away from his place of residence, to be deductible.

### **Railway Act**

The Committee again asked that the Railway Act be amended to provide for statutory side clearances, in keeping with dimensions of present-day equipment, and for new construction or rearrangement of tracks or alterations to buildings to conform with the side clearances prescribed.

Referring to the report of the Board of Transport Commissioners on the railway highway crossing problem, the Committee expressed approval of the Board's recommendations and the hope that they will be implemented at the next session of Parliament.

Recommendations concerning railway level crossings included increasing the annual appropriation for the grade crossing fund from one to five million dollars and increasing the percentage contributed

towards the cost of construction work incurred in making level crossings safer.

It was further recommended that an annual grant should be made towards the cost of operating and maintaining automatic signals at level crossings.

The Committee repeated its request that in cases where municipal authorities seek restriction of warning whistles or bell signals at highway crossings, that no such approval be given unless proper manual protection or mechanical warning devices are provided.

### **National Transportation Policy**

Reiterating that it has consistently advocated the creation of a national transportation policy and reorganization of the control of interprovincial and international motor vehicle traffic, the Committee expressed disappointment with the Government "in its disregard of the recommendations of the Royal Commission on Transportation".

It was anticipated, the Committee pointed out, that as a result of the Privy Council decision in the *Winner v. S.M.T. (Eastern) Limited et al* case that the Royal Commission's recommendations would be implemented. The recent enactment of "An Act Respecting Extra-Provincial Motor Vehicle Transport," giving to the provinces jurisdiction over interprovincial and international transport, places the provinces in the same position as before the Privy Council decision.

### **I.R. & D.I. Act**

Noting that the Industrial Relations and Disputes Investigation Act provides that a conciliation board shall report to the Minister within 14 days of its appointment but permits the parties to the dispute or the Minister to grant additional time, the Committee renewed its request for an amendment to the Act providing that any extension of the period shall not exceed 60 days.

Under Section 61 of the Act, a decision or order of the Canada Labour Relations Board is "final and conclusive and not open to question or review," the Committee pointed out. In view of this fact and that the Board's decisions are based on precedent, the Committee urged that the Act be amended to require all decisions or orders to be recorded in writing, together with a statement of the Board's findings on questions of fact material to the decision, which shall be available to persons interested.

### **Compulsory Arbitration**

On the subject of the railway dispute then being arbitrated, the Committee said:

We wish to respectfully express our protest on the manner in which intervention was made in the dispute between the railways and the "non-operating" railway trade unions during the summer of 1954. It is our contention that the railway workers were deprived of one of their most democratic and basic freedoms—the right of each citizen to withhold his labour.

It would seem that by precedent compulsory arbitration has been imposed on all disputes involving railway trade unions and management. This, we submit, is contrary to the law of the land governing the manner in which disputes between labour and management will be conducted.

### **Immigration**

While in accord with the Government's policy of selective immigration, the Committee expressed the view that more cognizance should be given to the problem of seasonal unemployment.

The Committee repeated its request that "the Department of Labour should be charged with the responsibility of immigration and that there be closer co-operation through the creation of an immigration commission with equal representation from labour, management and the government."

### **Other Recommendations**

The Committee renewed its request for legislation, "comparable in principle to that specified in the Canadian National-Canadian Pacific Act," that will provide protection to employees adversely affected through the substitution of diesel power for steam.

Again pointing out the danger involved in the transportation of explosives, the Committee recommended that the Board of Transport Commissioners should have control over highway transportation of explosives, similar to the United States Interstate Commerce Commission.

Requesting extension of the Government's policy of appointing labour representatives to public bodies, boards and commissions, the Committee suggested "it would be in the national interest, when filling vacancies in the Senate, if labour representatives were given favourable consideration".

The Committee commended the Government on its policy of providing financial assistance to Canadian universities and expressed the hope that it will be not only continued but extended.

The Committee reaffirmed its support of public ownership and government control of radio broadcasting and telecasting, under the trusteeship of the Canadian Broadcasting Corporation. It was "somewhat disturbed," it said, "over the existing preponderance of private stations compared to those operated by the publicly-owned system," and requested that when the



present policy of granting television licences to a single station in a selected area is relaxed, the CBC will be given preference in those areas served only by private stations.

### The Government's Reply

In his reply, the Prime Minister said his Government would be very happy to implement the Committee's recommendations with respect to social service payments but it must be remembered that whenever provision is made for additional outlay provision must also be made for additional public income. That, said the Prime Minister, is "a pretty difficult problem, one over which we wrestle every time the Minister of Finance is preparing his estimates and his budget for the year".

Although not expressly stated in the brief, said the Prime Minister, he was sure the membership would wish Canada to continue as long as may be necessary her share towards building up the joint strength of the free nations.

The improvement in the situation over the last few years, it must be agreed, he said, is due in large measure to what has been achieved co-operatively by the free nations in the upbuilding of this necessary military strength. It has not yet improved, however, to a sufficient degree to permit of any substantial reduction in the very large portion of the national budget still being devoted to defence purposes.

This, said the Prime Minister, the Government regards as an expenditure of a very high priority because it realizes what would be the consequences for the nation of another world war.

We hope, and we think that there are reasons to hope, that the upbuilding of this joint strength by ourselves and our allies is the kind of insurance policy that is apt to protect us against the outbreak of another world war. We feel we have to continue to do that. We cannot expect others to be doing what we regard as their share unless we convince them that we are doing what they are entitled to regard as our share of this upbuilding of joint strength.

This, he said, creates difficulties when envisaging any additional expenditures on old age security and family allowances.

In the case of old age security, to implement the Brotherhoods' recommendations would mean an increase in what is paid out for old age security of 50 per cent. "We have not," said Mr. St. Laurent, "come to the conclusion that the provisions we have made for the old age security fund have reached the point where they are working as normally as they can be expected to work, and they are insufficient. We have been accumulating annual deficits

in that fund in spite of the two per cent allocated from the income tax, the two per cent taken from the sales tax and the charge on corporation incomes."

Turning then to income tax, the Prime Minister said it would be most agreeable to be able to comply with the recommendations but, he added, there have been no practical suggestions as to where the loss in revenue from income tax could be made up if these modifications were made. These matters are considered every year, he said, in the attempt to achieve the best balance between what is taken from the Canadian people and what is returned to them in the form of social security services.

The Unemployment Insurance Act has been under study for some time, Mr. St. Laurent told the Committee, and some changes will be recommended to Parliament.

We are having some drafting done on certain alternatives. We want to see just what they look like and have calculations made as to what their results would be. After we have had these computations made by our own people, there may be occasions when we will want to discuss them with the Advisory Board to try to work out what will be best for the greatest number in that regard.

The problem of railway highway crossings is a serious one, said the Prime Minister. "We are always shocked when we read of accidents that happen at these railway crossings and which might perhaps under better conditions have been avoided." It is a big undertaking, he said, and cannot be done all at one time but must be done progressively, taking first those which are rated as the most dangerous.

For that reason we did consider this suggestion of devoting some part of the maintenance cost to improving crossings and so forth, but some of us felt that until we had made much more progress in the capital investments required for the elimination of as many as possible of these crossings, it was perhaps more urgent to do that than to take any part of the railway crossing fund for current administration of safety provisions where something had already been done.

Concerning the Brotherhoods' request for a national transportation policy, this, the Prime Minister said, would involve two methods of transportation and it is felt that an attempt should be made to see first if the machinery set up by the provinces is going to be sufficient. Intra-provincial traffic would still be under provincial control and duplicating provincial facilities in order to deal with inter-provincial and international traffic would involve considerable expense, he pointed out.

It may very well be, Mr. St. Laurent said, that it will be necessary to have some central organization that will control highway interprovincial and international traffic. It has been suggested, he said, that the Federal Government, through a constitutional amendment, abandon its jurisdiction to the provinces.

But we say no, we are not going to take the risk of doing that. This was an experiment. We said that we would enact legislation under which you can carry on and we will see how it works, but we are not going to take the definite step of a constitutional amendment that would make it impossible to substitute something else if we found that that did not do the job as it should be done.

Replying to the reference to compulsory arbitration, the Prime Minister said:

You have referred to compulsory arbitration. There was no compulsory arbitration. You gentlemen will remember that I was the one who was the most active in the discussions that took place last summer over the dispute that is now before Mr. Justice Sloan for arbitration. It has been said that I took a very autocratic attitude. I do not think I did.

All I did say was that if this thing was not settled I was going to have Parliament summoned for an emergency session. I said that I was going to recommend that Parliament provide for compulsory arbitration. While it was felt that if that was recommended by the Government it would be apt to be passed by Parliament, I think it would have been apt to be passed by Parliament whether it was recommended by the Government or not.

Here, you yourselves say that the railway services are so essential to the Canadian economy that those who are engaged in providing those services should be given the same consideration as those who are in defence work. Everybody realizes that railway services are essential to the economy of Canada.

It is almost a national disaster to have railway services interrupted. It is something which as long as I have the responsible office as I now occupy I will try to avoid happening without having Parliament come together to take the responsibility about it. That is not the kind of thing that should remain as the responsibility of one man or any group of men; it is something that is of such concern to the whole Canadian public that when it is seriously threatened Parliament should have to take its responsibility about it. That was all I said to your representatives.

Then I think they came to the conclusion that the action of Parliament would be apt to be such that there was not very much point in forcing the issue that would have brought Parliament together.

I know that there are a lot of people who were very happy that there was not going to be a railway strike. I know there were some in management as well as on the operating side who were very happy that there

was not going to be a railway strike. We are hopeful that there will be the kind of disposition made of that dispute between management and the operators that will be fair and just without there having to be a railway strike.

On immigration, the Prime Minister said his Government is doing its best to see to it that immigrants coming to Canada will be the kind who will, not only in the long run but in the short run, benefit themselves and also be of benefit to those already in this country.

The problem of housing is one that is receiving constant attention, Mr. St. Laurent assured the delegates. "I think you will have noted, as we have, from the statistics," he said, "that the changes that were made at the last session of Parliament have at least coincided with a greater activity in house building than had existed in the two or three previous years. Whether we can now say how soon we can go further and make it easier for lower income Canadians to take advantage of it is something that is constantly under study and under consideration. We realize the value to the stability of our institutions of as large a number of home-owners as possible in a free country."

The Minister of Trade and Commerce, Rt. Hon. C. D. Howe, later added to what the Prime Minister said on this subject.

Referring to the suggestion in the brief that railway workers be given similar treatment to that given defence workers regarding housing application, he said:

Perhaps you are aware that the defence plant subscribes towards the cost of the land and more or less guarantees the payments. It guarantees to make payroll deductions for rent and so on. If the railroads made application I do not know whether we would certify them as defence workers or not. I rather think so because I think it would be a better loan.

Concerning the Industrial Disputes and Investigation Act and the suggestion that there should be a time limit of 60 days for a board to report, the Prime Minister said he had been informed that there has never been any extension beyond 60 days without agreement by the parties concerned. The policy of the Department of Labour, he observed, is to deal with these matters as expeditiously as possible.

To a suggestion that employers be prevented from farming out work after a trade union has been certified and a collective agreement entered into, the Prime Minister replied that he did not know "just where we would be constitutionally if we tried to do that by legislation—to say that an employer could not have a contract".



The Committee Chairman, W. H. Phillips, said they had not anything like that in mind but thought the Prime Minister was familiar with the situation that brought about the Brotherhoods' submission. The Canadian National Railways, he said, farmed out to contractors work which it was the right of union members to perform.

"You will be discussing that," the Prime Minister said.

"We have already been discussing it with the railways," replied Mr. Phillips, "and we

have been putting forth efforts to try to improve relations between the railways and those who operate the railways.

"We regard the labour force and management as a partnership in the operation of a public service, not only for their own benefit but principally for the benefit of the Canadian public. We will continue to use our best efforts to see to it that there develops between management and labour a feeling of dependence upon each other and of fair dealings with each other."

## Canadian Chamber of Commerce

### Presents Annual Brief to Cabinet

Calls for increased immigration, a co-operative attack on seasonal unemployment and reductions in corporation and personal income taxes.

Opposition to compulsory health insurance is expressed by delegation

An increase in immigration to boost Canada's manpower supplies for defence and economic purposes was urged by the Canadian Chamber of Commerce in its annual brief to the Cabinet, presented November 25. Immigration was one way of bolstering employment, it said, since new citizens add to the consumer army, thus assisting in maintaining prosperity momentum.

The Chamber also agreed that seasonal unemployment is becoming progressively serious as a social and economic problem and urged that all groups—employers, unions and government—co-operate in fighting it. The Chamber urged the adoption without delay of the recommendations of the National Employment Committee aimed at stabilizing employment in Canada.

Describing Canada as "the land of the greatest opportunity in the world," the Chamber urged that the country's population be doubled to 30,000,000 by 1975. This goal will not be reached, it said, unless there is a "marked increase" in immigration.

As a means of stimulating immigration, the brief suggested the Government extend the present assisted passage system for selected immigrants, particularly from Britain and France. It suggested also that the government initiate an organized program to obtain more immigrants from the United States.

The 40-page brief presented to Prime Minister St. Laurent and members of the Cabinet said personal and corporate income

taxes were too high for a developing country. It said state control increased with high taxation.

The Government, it declared, should scrutinize peacetime spending to keep it at a minimum. Parliamentary machinery for examining government estimates and expenditures should also be strengthened.

The Chamber believed that compulsory health insurance or state medicine should be avoided. It believed that rapid growth of prepaid and insurance plans would reasonably cover Canadian citizens.

On employer-employee relations, the Chamber said both groups should be left the maximum freedom to work out their common problems without government intervention, and held that a check-off of union dues brought about by legislation "introduces unreasonable government intervention". Greater productivity, said the Chamber, is the key to national and individual prosperity.

The Chamber endorsed the exclusion of management representatives, including foremen and supervisors, from any certified bargaining unit, and urged the maintenance of this principle in labour legislation.

While it recognized the lawful rights of labour, and any current and valid contract between a union and an employer, the Chamber said all strikes should be prohibited until they have been authorized by a majority of all the employees affected in a secret ballot properly supervised and held after the expiry of a "cooling-off" period.

Sympathetic strikes, strikes due to jurisdictional disputes, mass picketing, intimidation and the secondary boycott, declared the Chamber, are inconsistent with the Canadian way of life, and in their regard, "the provisions of the law should be enforced".

The Chamber described as "socially and economically desirable" the employment to the greatest possible extent of physically-handicapped workers. It said that when suitably placed, their performance has been found by employers to compare favourably with that of the able-bodied in similar work.

With regard to foreign trade, the Chamber said Britain and other sterling area countries should be urged to remove gradually import curbs against Canadian goods. The Chamber also expressed concern with the United States tendency to "modify" its commitments under the General Agreement on Tariffs and Trade.

A separate regulatory body should be set up to supervise radio and television in Canada, said the Chamber, adding that

no person or organization in this field should be "both competitor and regulator".

The brief urged the Government to institute the use of the single alternative vote in elections. Marking a priority of candidate choices on the ballot would eliminate the "growing tendency" to elect candidates by a minority of those voting, it said.

The Chamber said the construction of the South Saskatchewan irrigation and power project would be in the "national interest" and urged that the federal Government make a construction deal with the province.

The brief also urged that airports in Canada be improved and a separate Canadian coast guard service be established.

The Chamber also urged the Government to support the development of the world calendar at the United Nations Assembly.

The Chamber represents some 700 boards of trade and chambers of commerce in the ten provinces. Head of the 16-man delegation at the presentation of the brief was President G. S. Thorvaldson of Winnipeg.

## Percy Bengough Honoured at Retirement

Labour, management and government represented at testimonial banquet to pay tribute to man who served as TLC President for twelve years

Percy R. Bengough, whose retirement from the presidency of the Trades and Labour Congress of Canada became effective November 1, was honoured at a farewell banquet in Ottawa November 5. Labour leaders from Canada and the United States, as well as officials of industry and government, including Hon. Milton F. Gregg, Minister of Labour, paid tribute to the man who headed Canada's largest labour organization for a total of 12 years.

Claude Jodoin, who succeeds Mr. Bengough as TLC President, promised that his organization will do its utmost "to

bring about the day, which I hope will come as soon as possible, when all organized labour in Canada will be united". His words drew from A. R. Mosher, President of the Canadian Congress of Labour, a hearty "hear, hear".

Another prominent speaker at the banquet, George Meany, President of the American Federation of Labor, said: "The time has arrived for tackling the organic union of the two great American labour organizations". He was referring to the proposed merger of his Federation with the Congress of Industrial Organizations. (Both the AFL and the CIO in the United States and the TLC and the CCL in Canada have signed no-raiding agreements which are seen as the first necessary step to eventual organic union.)

Labour Minister Gregg said in his address that he had followed with great interest the attempts at unification of labour in the United States. He expressed "heartily approval for any activities that may make for better industrial relations and for a richer life of all the peoples on this continent".

Mr. Gregg was the first of several speakers to pay warm tribute to Mr. Bengough's lifetime of service to the labour movement.

### Bengough Successor Given Banquet, Too

The new TLC President, Claude Jodoin, was feted at a testimonial banquet in his honour on November 20 in Montreal. The banquet was sponsored by the International Ladies' Garment Workers Union (AFL-TLC), with which Mr. Jodoin was associated for 18 years prior to assuming his new duties in Ottawa November 1. The new TLC head was manager of the union's Joint Dressmaker' Board in Montreal when he resigned to succeed Mr. Bengough.



He recalled Canadian labour history from its earliest days, and in particular the famous banquet 54 years ago when the then young TLC was invited by Hon. William Mulock, then Minister of Labour, to make suggestions and recommendations on the Conciliation Act, Canada's first labour legislation, which had been enacted shortly before. This invitation and its acceptance led to the custom of the TLC and later other labour groups submitting annually their suggestions to the federal Cabinet.

Mr. Gregg spoke of the great presidents of the TLC: Dan O'Donaghue, Ralph Smith, Jimmy Simpson, Tom Moore, Paddy Draper, and finally Percy Bengough.

"Each of these in his tenure of office moved forward steadily towards the ultimate goal, the more abundant life as the rightful heritage of every free man, woman and child," he said.

Mr. Gregg praised Mr. Bengough's war-time service, which was recognized by the late King George VI with the decoration

of Commander of the Order of the British Empire, and spoke of his "executive ability, keen judgment, intrepid honesty and buoyant spirit".

Mr. Jodoin said Mr. Bengough would not be an easy man to follow in the presidency. He promised to try in the hope that he would some day merit the same loyalty and confidence accorded the retiring president by the TLC membership.

Among leading labour men present with Mr. Mosher and Mr. Meany were Gérard Picard, President of the Canadian and Catholic Confederation of Labour; Gordon Cushing, Secretary-Treasurer of the TLC; and William Schnitzler, Secretary-Treasurer of the AFL.

Others present were Hon. Stuart Garson, Minister of Justice; Hon. George Drew, Leader of the Opposition; Miss Chris Mahoney, associated with the TLC executive since 1906; and representatives of the Canadian Manufacturing Association and the Canadian Construction Association.

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## CIO Oil Workers Set Up Canadian District

A Canadian district of the Oil Workers' International Union (CIO-CCL) was established as a result of a conference held in Toronto in October. The conference, chaired by Neil Reimer, Canadian Director of the OWIU, and attended by 26 delegates from five provinces, adopted a constitution for the district.

Plans for a merger of the oil workers' organization with the United Gas, Coke and Chemical Workers of America (CIO) came in for discussion at the conference and an affirmative vote for amalgamation was

recommended by R. Kirk of Toronto, Canadian member of the union's international executive council. OWIU International Secretary-Treasurer T. M. McCormick said that merger with the UGCCW would aid both bodies in increasing their bargaining strength and in completing the task of organizing the oil and chemical industry.

Officers of the Canadian district were elected, as follows: Mike Germann, Saskatoon, President; Marcel Manseau, Montreal, Vice-president; and Louis Salter, Clarkson, Ont., Secretary-Treasurer.

### NOTICE

Because costs of publishing the *Labour Gazette* continue to increase, it has become necessary to increase the subscription rates. The *Labour Gazette* announces with regret that, beginning with the April 1955 number, annual subscriptions will be at the rate of \$2.00 per subscription, and group subscriptions at the rate of \$1.00 per subscription for five or more subscriptions. The price of single issues and bound volumes remains unchanged at 25 cents per single copy and \$5.00 per bound volume, delivered in Canada. The subscription rate for delivery to other countries will be \$4.00 per annum; single copies, 50 cents; and bound volumes, \$7.00.

## 50 Years Ago This Month

Nine-hour day most common work schedule in printing trades in 1904, survey found. Highest wages, shortest hours found in largest cities, as a general rule. Wages showed tendency to rise from East to West

Higher wages and shorter hours of work are generally to be found in the larger population centres, the *LABOUR GAZETTE* for December 1904 reported in an article based upon a study of the printing and allied trades. In British Columbia, there was less distinction in this matter, with several of the towns reporting wages and hours which equalled those of the larger centres.

Regionally, it was noted that, in general, with the exception of Quebec, wages tended to increase from East to West across the country.

The trades surveyed were pressmen, stereotypers and electrotypers, and bookbinders.

Typical daily wages for pressmen in 1904 across Canada were as follows: Halifax, \$1.84; Charlottetown, \$1-\$2; Moncton, \$2; Montreal, \$2; Toronto, \$2.70; Winnipeg, \$2.66½; Edmonton, \$2.50; and Vancouver, \$3.50.

Hours of work for employees in the printing trades tended to be shorter in the larger centres, e.g., employees in Halifax worked a 55-hour week while those in Truro put in 60 hours. In Toronto, pressmen worked 53½ hours a week while those in Orangeville, Ont., were on a 60-hour week in 1902.

Among the three classes of workers studied, the nine-hour day was most common, with the ten-hour day being the next most frequently listed. Examples of the eight-hour day were largely confined to Ontario and British Columbia.

By provinces, British Columbia had the highest proportion of workers on shorter hour schedules; no returns were received from that province for a longer day than nine hours. In Nova Scotia and Quebec, on the other hand, no instances were reported of a shorter day than nine hours.

Turning to upward movements in wage rates, the *GAZETTE* article noted that for pressmen the greatest number of wage changes dated from 1900, the number of upward revisions showing a continuous increase from that year. The same pattern held true for the wages of stereotypers and electrotypers and bookbinders.

As far as shortening of hours for all three classes was concerned, the reduced working day on Saturday was the most common feature. By trades, electrotypers and stereotypers showed proportionately a wider prevalence of work-day schedules of nine hours and under, with pressmen next.

Reporting the strikes and lockouts statistics, the December 1904 *LABOUR GAZETTE* related that November was "almost entirely free from industrial disputes". Six disputes were in existence during the month, a decrease of four compared with the previous month and four compared with November 1903. About 11 firms and 336 employees were affected.

The loss of time to employees through industrial disputes was estimated at approximately 3,800 working days. Compared with this figure, the approximate loss in October was 5,250 days and in November 1903, 75,174 days.

Compared with previous years, the economic outlook in Canada was termed "very favourable". Exceptionally mild weather in November 1904 was credited with preventing the usual increase in seasonal unemployment.

Activity in the building trades was "exceptional". Farming operations, railway construction projects and civic improvements were also the source of much activity.

Wage rates remained almost stationary during the month. Bread prices continued to rise throughout the country. Sugar also increased in price.

November was one of the most active months for immigration, considering the lateness of the season. In addition, immigrants from the United States were reported to be moving into Western Canada in considerable numbers.

During the four months, July to October inclusive, 29,965 immigrants arrived in Canada. In the ten months ending October 31, immigrants to Canada numbered 85,704 compared with 92,961 in the same period of 1903.



# International Labour Organization

## 5<sup>th</sup> Session, Iron and Steel Committee

Resolution that would have required identical working conditions for iron and steel workers in member countries of European Coal and Steel Community is defeated. Also on agenda: human relations and pensions

A resolution that would have required identical working conditions for workers in the iron and steel industry in member countries of the European Coal and Steel Community was rejected, 40 to 33, with 34 abstentions, at the fifth session of the Iron and Steel Committee\* of the International Labour Organization in Geneva. Representatives of 21 countries participated in the meeting, held October 11 to 23.

The resolution expressed the hope that the relations between the ILO and the Community would be strengthened by joint action with a view to achieving an equivalence of working conditions by means of international collective agreements freely concluded in international joint committees.

The delegates who opposed the motion considered that the question was one for the six countries directly concerned and should therefore not be dealt with by the Committee. The countries making up the European Coal and Steel Community are France, Belgium, the Netherlands, Luxembourg, West Germany and Italy.

(Common standards of social security, working hours, wage scales and other conditions of work now apply to Rhine boatmen whatever the nationality of the ship on which they are employed. The ILO assisted in the making of this arrangement.)

At its fifth session, the Committee had on its agenda the question of human relations, and supplementary pension schemes and their relations with general pension schemes.

The Committee also held a broad general debate based on events in, and the progress made by, the iron and steel industry since its last meeting two years ago and on the effect given to the conclusions reached by previous sessions.

### Canadian Delegation

The Canadian delegation to the session comprised:—

*Government delegates:* Dr. Paul Casselman, Chief, Special Projects Section,

\* ILO Industrial Committees were inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

Economics and Research Branch, Department of Labour, Ottawa; and S. H. McLaren, Executive Director, Unemployment Insurance Commission, Ottawa. S. J. Walton, Labour-Management Co-operation Service, Department of Labour, acted as adviser to the Government delegates.

*Employer delegates:* R. M. Davis, Director of Industrial Relations, Atlas Steels Limited, Welland; and R. P. Pattee, Assistant General Manager, Canadian Tube and Steel Products Limited, Montreal.

*Worker delegates:* William Mahoney, Assistant Canadian Director, United Steelworkers of America (CIO-CCL), Toronto; and Eamon Park, Legislative Director in Canada, United Steelworkers of America, Toronto.

### Human Relations

After a long exchange of views in the subcommittee on human relations, the employer delegates proposed a text accepting these basic principles:

A primary aim of any industrial activity must be the continued improvement of the standards of living of all, particularly by producing more goods of better quality, raising the purchasing power and lowering prices so as to secure men against want, to establish industrial peace and peace itself on a solid basis.

Economic progress must go hand in hand with moral and social progress if the common effort is to receive the full support of workers and their organizations at all stages of production.

Social legislation, voluntary action, collective agreements and international action have combined to create conditions in which good industrial and human relations are possible. While good industrial relations do not by themselves guarantee a high level of human relations, it is clear that only if industrial relations in the plant are good can human relations prosper.

Accordingly in undertakings in the iron and steel industry where workers exercise their right to be represented by a union for the purpose of collective bargaining, it is essential that employers not only willingly recognize that right but realize that by so doing human relations within the plant may be improved.

The following principles must be observed by employers, employees and their respective organizations in order to establish human relations within the plant on a sound foundation:



**Canadian Government Delegates at the 5th Session, I.L.O and Steel Committee—**  
**(left) Dr. Paul Casselman, Chief, Special Projects Section, Economics and Research**  
**Branch, Department of Labour, and (right) S. H. McLaren, Executive Director,**  
**Unemployment Insurance Commission, who has since retired from that post.**

1. Recognition of the dignity of the individual and of his right to personal freedom and equality of opportunity, particularly the right to select one's own occupation, the right to speak one's mind, the right to practise one's own faith, and the right to use the fruits of one's labour in the way one chooses.

2. Mutual respect, confidence, understanding, goodwill and acceptance of responsibility on the part of both the employer and worker and their representatives in the exercise of their rights and duties in the operation of the plant.

3. Similarly, the same qualities are essential in the relationship within and between organizations of employers and employees.

4. Employer recognition of the important contribution which unions can make in improving human relations, provided the relations between employers and employees and their representative organizations is

based on their interest in the enterprise or industry, and is not governed by political considerations.

5. A prosperous and efficient enterprise is essential if security of employment, a high standard of living and social progress are to be achieved. This means that the worker and his organization should recognize the importance of technological improvements, new methods, and efficient equipment; and the employer should recognize his obligation to share with the workers the resulting economic benefits.

The worker delegates then submitted a text differing from that of the employers on certain points. They considered the employers' text did not take sufficient account of the following principles:

In the iron and steel industry the size of the undertakings and the nature of the



production process establish an identity between the interests of the group or collectivity.

Trade unions must, therefore, be fully recognized as representative of the whole of the workers' interests.

It follows that it is impossible to draw a real line of demarcation between industrial relations and human relations in the industry.

Finally, the subcommittee adopted by 39 votes to none, with 9 abstentions, the following text:

Good human relations in the iron and steel industry cannot prosper without good industrial relations and recognition of trade unions freely chosen by the workers as representative of workers' interests.

### Supplementary Pensions

The subcommittee on supplementary pensions, in its report, set forth a series of conclusions bearing on (a) the desirability of, or justification for, supplementary pension schemes; (b) relationship between general and supplementary pension schemes; (c) the nature of supplementary schemes; (d) coverage; (e) supplementary schemes and employment; (f) financial provisions; (g) administration; and (h) review of schemes.

The Committee agreed that the provision of supplementary pensions for employees in the industry was desirable but that regard must be paid to the arrangements of the general schemes in each country, to the prevailing economic and social conditions of each country, to the financial state of the industry, and to that of each undertaking concerned.

The relationship which must exist between supplementary and general schemes should, however, permit the possibility of making special provisions in supplementary schemes to meet special requirements in any particular country; for example, to cover a contingency not allowed for in the general scheme.

The Committee as a whole also agreed that supplementary schemes should not hinder the mobility of labour, should not deprive beneficiaries of the opportunity to work after reaching retirement age, and should not place any obstacles in the way of the employment of older workers who have not yet reached the retirement age.

### Information on Earlier Conclusions

The Committee noted that a certain number of governments had supplied information on the measures taken in their countries to give effect to the conclusions

reached by the Committee at earlier sessions. It expressed regret, however, that other governments had not replied to requests for information and that certain replies were inadequate. Agreement was reached on a list of points in regard to which governments will be asked to supply information for the next session.

### Canadian Participation

Canadians served on three of the session's subcommittees. On the subcommittee on human relations, Mr. Davis was an employer member, Mr. Mahoney a worker member and Mr. Walton a substitute government member. On the subcommittee on supplementary pension schemes, Mr. Park was a worker member and vice-chairman of the worker group on the subcommittee, Mr. McLaren was a government member and Mr. Pattee was an employer member. On the subcommittee on the effect given to the conclusions of previous sessions, Dr. Casselman was chairman and Mr. Mahoney was a worker member.

### Agenda of Next Session

The Committee invited the Governing Body to include two of the following subjects in the agenda of the next session:—

1. A study of the methods which have proved effective in connection with safety promotion and accident prevention.
2. A study of the influence of the structure and organization of the iron and steel industry on employment, wages and hours of work in this industry.
3. A study of the methods which have proved effective in job evaluation.

The Committee also invited the Governing Body to suggest that the governments concerned make use of the assistance of the ILO whenever difficulties may arise in giving effect to measures suggested by the Committee in underdeveloped countries.

The following countries were represented: Australia, Belgium, Brazil, Canada, Chile, China, Czechoslovakia, Colombia, France, Federal Republic of Germany, India, Italy, Japan, Luxembourg, Mexico, Netherlands, Poland, South Africa, Sweden, United Kingdom, and the United States.

# 5<sup>th</sup> Session, Metal Trades Committee

Labour-management co-operation at plant level should be based on the participation of freely-elected representatives of all workers, Committee agrees. Ways to regularize production, employment considered

Practical methods of achieving labour-management co-operation in the world's metal-working plants were discussed and agreed upon at the fifth session of the Metal Trades Committee of the International Labour Organization in Geneva October 25 to November 6. Representatives of 20 countries attended the meeting.

A memorandum, adopted by 91 votes to 11, established the principle that co-operation at the plant level should be based on the participation of freely-elected representatives of all workers.

The Committee also considered ways to regularize production and employment at a high level in the world's metal trades. A report on this question, however, was less unanimous, receiving only 71 votes in favour, with 33 against and 3 abstentions.

Other matters dealt with by the Committee were events and developments in the metal trades since its fourth session, and a preliminary study, prepared by the ILO, of the ship-building and ship-repairing industry.

## Canadian Delegation

The Canadian delegation to the session comprised:—

*Government delegates:* Dr. Paul Casselman, Chief, Special Projects Section, Economics and Research Branch, Department of Labour, Ottawa; and S. J. Walton, Labour-Management Co-operation Service, Department of Labour, Toronto.

*Employer delegates:* T. G. Beaumont, President and Managing Director, Fahlralloy Canada Limited, Orillia, Ont.; and A. B. Lawrason, Vice-President and Managing Director, Bickle-Seagrave Limited, Woodstock, Ont.

*Worker delegates:* Adrian Plourde, President, National Metal Trades' Federation (CCCL), Arvida, Que.; and G. P. Schollie, Canadian Vice-President, International Association of Machinists (AFL-TLC), Montreal.

## Labour-Management Co-operation

The memorandum on labour-management co-operation in the metal-working industry declared that "good human relations are inseparable from good industrial relations". It urged the development of effective consultation following the establishment of

principles and methods of co-operation agreed to by both management and labour.

The memorandum found the following subjects suitable for such consultation: information on the employment situation, accident prevention, plant welfare and social facilities, hygiene, vocational training, and employee services.

The following general principles were made:

Loyalty, mutual respect and a sense of "teamwork" are essential to assure more efficient operations, greater productivity and a higher standard of living for all.

Co-operation must not interfere with the normal functions of the organizations of employers or of the unions as representative of workers' interests.

Top management should be actively associated with the form of consultation and co-operation adopted, in view of its continuing responsibility in the undertaking for decisions, taking into account legislative provisions and agreements.

There should be genuine two-way communication at all levels of the undertaking.

The report pointed out that co-operation can and does develop under widely varying political, social and economic conditions. Its aim is two-fold:

To promote the development of a social climate in which all the participants in an undertaking have the feeling of belonging to the same community, understand the economic and technical organization of the undertaking, can make a contribution to the solution of its problems, and participate in the advantages which can accrue from a common effort.

To make possible for each employee, as a result of the participation of all, to gain satisfaction from his daily work, the work being carried out in the best possible psychological, safety and health conditions.

The report contained an analysis of eight cases of effective co-operation between management and personnel. These cases were taken from metal-working undertakings in Canada, France, Sweden, Switzerland, the United Kingdom and the United States.

## Production and Employment

In the discussion on ways to regularize production and employment in the metal trades, the majority view was that sharp economic crises leading to widespread unemployment are avoidable. The report dealing with this subject declared:



The Committee believes that sustained full employment can be built only on a solid foundation of adequate consumer purchasing power, of steadily rising living standards, of greater economic security especially for the lower income groups, and of rapid economic development of underdeveloped countries.

The report urged that when there was danger of widespread unemployment in the metal trades, prompt attention should be given to such measures as price reductions resulting from increased productivity, and decreased sales taxes, as well as measures to increase the volume of stability of consumer credit.

It also proposed timing of purchases and investments by governments and local authorities to counteract, as far as possible, fluctuations in private demand.

"The Committee believes it to be important," said the report, "that everything possible should be done to remove obstacles to free international trade, so that full benefit may be derived from technological progress, which is essential for the achievement of peace and prosperity in all countries."

The report also discussed concerted international action to accelerate development in underdeveloped countries, better organization of the employment market, vocational guidance programs, and improved vocational training methods.

The employer group explained that they voted against the report because they regarded paragraphs dealing with such matters as price reductions and capital investment programs as being "outside the competence of the Committee". They said this did not effect their "vivid interest in any measures to reduce unemployment and to maintain production at a high and stable level to the benefit of all".

A resolution pointing to a reduction in hours of work where desirable and practicable was adopted by 48 votes to 46, with 17 abstentions. It asked the ILO's Governing Body to consider instructing the Director-General to prepare a report on hours of work in various countries and the repercussions that would result from a reduction in hours of work, and then to consider what further action could be taken towards this end.

### Recent Events and Developments

A report on events and developments in the metal trades since the fourth session of the Committee in 1952 supplemented the one on production and employment. It pointed out, among other things, that in many countries the level of employment,

compared with the high levels of 1952, displayed a tendency to fall during the second half of 1953 and the first months of 1954.

The report described a manual being prepared by the ILO on maintenance and repair of motor vehicles. The manual is intended for countries where vocational training and even schooling is not general. It will contain 300 pages and 450 drawings.

### Ship-Building and Ship-Repair

In accordance with a request made at the fourth session, the ILO provided the Committee with a preliminary study of the ship-building and ship-repairing industry. Particular reference was made to employment problems, and to wages and social conditions of ship-building workers.

The study examined the three major categories of employment problems—those resulting from fluctuations of production, from scarcities of raw materials, and from technical progress.

### Canadian Participation

Members of the Canadian delegation played prominent parts at the session. Mr. Lawrason was elected chairman of the employers' group for the whole session; in addition he served as a member of the session's steering committee.

On the subcommittee on practical methods of labour-management co-operation, Mr. Walton was a government member, Mr. Beament a deputy employer member and Mr. Lawrason a substitute employer member. On the subcommittee on the regulation of production and employment at a high level, Dr. Casselman was a government member, Mr. Lawrason an employer member, Mr. Beament a substitute employer member and Mr. Plourde a worker member. On the subcommittee on the effect given to conclusions of previous sessions, Mr. Schollie was a worker member.

### Delegations Present

Delegations from the following countries attended the fifth session of the Committee:—

Australia, Belgium, Canada, Czechoslovakia, Denmark, Finland, France, Federal Republic of Germany, India, Italy, Japan, Mexico, Netherlands, Norway, Poland, South Africa, Sweden, Switzerland, the United Kingdom, and the United States.



The labour-management production committee at Barber-Ellis of Canada, Limited, Brantford, Ont. has recently opened a major safety campaign to encourage employees in all departments to avoid accidents and fires.

The campaign was started to run in conjunction with Fire Prevention Week and Industrial Safety Month.

Speaking of the affair, the *Brantford Expositor* said: "The campaign is an outgrowth of labour-management production committees, one of the 1,030 groups in Canada set up to deal with non-bargaining matters affecting both workers and management.

"The plant has established its own fire brigade to handle emergencies on the spot. A recent test evacuation of the plant's 230 employees cleared the building in two minutes.

"Bad floors have been replaced, exits clearly marked, fire doors checked, open gears covered with guards and other danger points eliminated.

"A prize schedule has been instituted in connection with the safety campaign, and each month the division in the plant with the best record will be rewarded by management. The division with the worst record receives a 'dog-house' for the month. The safety inspection committee includes two representatives from labour and two from management.

"Marked enthusiasm for the campaign has been shown by the employees, who have adopted as a slogan, 'Be Safety Wise And Enjoy Life'."

The employees of Barber-Ellis are members of Local 397, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (CIO-CCL).

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Preparing for the fall and winter activities of the labour-management production committee, Weston Bakeries, Limited at Kitchener, Ont., recently held a dinner meeting of committee members, supervisors and representatives of the union, Local 461, Retail, Wholesale and Department Store Union (CIO-CCL).

The main purpose of the special meeting was to assure the support of all interested parties in the fall program of the LMPC.

In a brief address, V. G. Ursaki, General Manager of the plant, suggested that the committee concentrate especially on good housekeeping, safety and fire prevention.

John Wahlschmidt, President of Local 461, offered the full support of his union to the three-pronged program of the LMPC.

### "Give Employees Sense of Participation"

President Clem D. Johnston of the Chamber of Commerce of the United States, National Chamber, says through the "*Report*", official publication of the group, that American business "wants its employees to feel that instead of working for it they are really working with it.

"We want employees to understand that their future, like our own, is bound up with the success of our competitive, profit-and-loss system."

He aired his views in three speeches delivered at one-day "Explaining Your Business" conferences.

He said that an "EYB" conference is a warm and human approach to simple economic truths. We are dealing here with things of the spirit—with the intangibles that nourish the human soul.

"Our 'EYB' conferences are designed to give employees a sense of participation in the economics of their country. We are simply responding to the natural yearning of all men to feel that they belong.

"This pays dividends two ways. The employees who understand management's problems are better employees in terms of their own self-interest. They discover that teamwork is a safeguard for their present jobs and an escalator to better jobs.

"Their sense of security is enhanced as they know how the company is doing. There is satisfaction on the job and with the job that goes beyond the satisfaction contained in the pay envelope."

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.



# Industrial Relations and Conciliation

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during October. The Board held five hearings, issued three certificates designating bargaining agents, rejected one application for certification, ordered two representation votes, and allowed the withdrawal of two applications for certification and one application for the prescription of a provision for the final settlement of differences concerning the meaning or violation of a collective agreement. During the month, the Board received three applications for certification.

### Applications for Certification Granted

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of express, cartage and messenger service employees employed by the Canadian Pacific Express Company, Toronto (L.G., July, p. 992).

2. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Radio Chicoutimi Inc. (Radio Station CJMT), Chicoutimi, Que. (L.G., Nov., p. 1572).

3. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoring and freight handling employees employed by Canada Steamship Lines Limited at various ports from Quebec, Que., to Fort William, Ont. (L.G., Sept., p. 1280).

### Application for Certification Rejected

Brotherhood of Locomotive Engineers, applicant, and Canadian National Railways (Montmorency Subdivision), respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (locomotive engineers, firemen and trolleyman). The application was rejected because it was not supported by a majority of the employees affected in the representation vote ordered by the Board (L.G., Nov., p. 1572).

### Representation Votes Ordered

1. Brotherhood of Locomotive Engineers, applicant, and Quebec North Shore and Labrador Railway Company, Seven Islands, Que., respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener (locomotive engineers) (L.G., Oct., p. 1440). The names of the applicant and the intervener will appear on the ballot.

2. Sept-Iles Railway Mechanical Department Employees' Association, applicant and

intervener, and United Steelworkers of America, applicant and intervener, and the Quebec North Shore and Labrador Railway Company, Seven Islands, Que., respondent (cross applications affecting a unit of locomotive and car shop employees) (L.G., Nov., p. 1572). The names of both organizations will appear on the ballot.

### Applications for Certification Withdrawn

1. Brotherhood of Maintenance of Way Employees, Canadian National Eastern Lines System Federation, applicant, and Quebec North Shore and Labrador Railway Company, Seven Islands, Que., respondent (L.G., Nov., p. 1572).

2. National Association of Marine Engineers of Canada, Inc., applicant, and Canadian National Railways (Newfoundland Steamship Service), Montreal, respondent (L.G., Nov., p. 1572).

### Application for Provision for Final Settlement of Differences Concerning Meaning or Violation of Collective Agreement

Federation of Telephone Workers of British Columbia, applicant, and British Columbia Telephone Company, respondent. (Arbitration procedure arranged, application withdrawn.)

### Applications for Certification Received

1. Canadian Merchant Service Guild Inc., on behalf of a unit of deck officers employed by Stone Bros. Limited, Port Alberni, B.C. (Investigating Officer: G. R. Currie).

2. General Truck Drivers and Helpers Union, Local 31, on behalf of a unit of employees of Gill Interprovincial Lines Limited, Vancouver (Investigating Officer: D. S. Tysoe).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Niagara District Broadcasting Company Limited (Radio Station CKTB), St. Catharines, Ont. (Investigating Officer: R. L. O'Neill).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During October, the Minister appointed conciliation officers to deal with the following disputes:—

1. Sherbrooke Telegram Printing and Publishing Company Limited (Radio Station CKTS) and Sherbrooke Printing Syndicate, Inc. (Conciliation Officer: R. Trépanier).

2. Ontario Northland Railway and Brotherhood of Locomotive Firemen and Enginemen (Conciliation Officer: F. J. Ainsborough).

3. Prince Edward Hotel (Canadian National Railways), Brandon, Man., and Canadian Brotherhood of Railway Employers and Other Transport Workers (Conciliation Officer: R. H. Hooper).

4. Bessborough Hotel (Canadian National Railways), Saskatoon, Sask., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper).

5. Fort Garry Hotel (Canadian National Railways), Winnipeg, Man., and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: R. H. Hooper).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



6. La Tribune Ltée (Radio Station CHLT), Sherbrooke, Que., and the Sherbrooke Printing Syndicate, Inc. (Conciliation Officer: R. Trépanier).

7. Transit Tankers and Terminals Limited, Montreal, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: R. Trépanier).

8. Radio Station CHEX, Peterborough, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough).

### Dispute Settled by Conciliation Officer

Halifax Power and Pulp Company Limited, Sheet Harbour, N.S., and International Longshoremen's Association (L.G., Nov., p. 1573).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with matters in dispute between the Chateau Laurier Hotel (Canadian National Railways), Ottawa, and the Canadian Brotherhood of Railway Employees and Other Transport Workers was fully constituted in October with the appointment of H. C. Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister in the absence of a recommendation from the other two members, Alastair Macdonald, QC, and M. Levinson, both of Ottawa, nominees of the company and the union respectively.

2. The Board of Conciliation and Investigation established in September to deal with matters in dispute between CKCV Limited, Quebec, Que., and the National Association of Broadcast Employees and Technicians was fully constituted in October with the appointment of the Hon.

Mr. Justice Gérard Lacroix, Quebec, Que., as Chairman. Mr. Justice Lacroix was appointed by the Minister on the joint recommendation of the other two members of the Board, Arthur Matteau and Philippe Vaillancourt, both of Montreal, nominees of the company and the union respectively.

3. The Board of Conciliation and Investigation established in September to deal with matters in dispute between CHRC Limited, Quebec, Que., and the National Association of Broadcast Employees and Technicians was fully established in October with the appointment of the Hon. Mr. Justice Gérard Lacroix, Quebec, Que., as Chairman. Mr. Justice Lacroix was appointed by the Minister in the absence of a joint recommendation from the other two members, Eugène Lacasse and Philippe Vaillancourt, both of Montreal, nominees of the company and the union respectively.

### Conciliation Board Reports Received

1. Canadian Pacific Railway Company (B.C. Coast Steamship Service), Canadian National Steamships, and Union Steamships Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Nov., p. 1574). (The text of the report is reproduced below.)

2. Anticosti Shipping Company, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Oct., p. 1441). (The text of the report is reproduced below.)

### Settlement Following Board Procedure

Polymer Corporation Limited, Sarnia, Ont., and Local 14, United Gas, Coke and Chemical Workers of America (L.G., Nov., p. 1574).

## Report of Board in Dispute between

Canadian Pacific Railway Company (B.C. Coast Steamship Service), Canadian National Steamships and Union Steamships Limited  
and  
Seafarers' International Union of North America

Dear Mr. MINISTER:

On the 6th day of August 1954 you were pleased to appoint a Conciliation Board to investigate the above dispute. The Board was constituted as follows:—

Philip Fleming, Esq., Victoria, B.C.,  
Chairman.

Hugh Smith, Esq., Vancouver, B.C.,  
Union Nominee-Member.

R. Mahoney, Esq., Vancouver, B.C.,  
Company-Nominee-Member.

Hearings were held in Vancouver on October 12 and 14.

During October, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Canadian Pacific Railway Company (B.C. Coast Steamship Service), Canadian National Steamships, and Union Steamships Limited.

The Board was under the Chairmanship of Philip Fleming, Victoria, B.C., who was appointed by the Minister in the absence of a joint recommendation from the other two members, R. A. Mahoney, Vancouver, and Hugh Smith, North Burnaby, B.C., nominees of the companies and the union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Mahoney. The minority report was submitted by Mr. Smith.

The texts of the majority and minority reports are reproduced herewith.

The steamship companies were represented by:

*Canadian Pacific Railway*

T. Gossage

H. Tyson

O. J. Williams

E. J. Mosse

*Canadian National Railway*

P. E. Ayrhart

G. A. McMillan

J. J. Behan

*Union Steamships Ltd.*

R. C. McLean

J. W. Muirhead

The employees were represented by the following union members:

N. Cunningham

J. Newton

The following is a majority recommendation of the Board:

1. *Wage Increase*

No wage increase recommended.

2. *Standby Rate for Union Steamships*

Standby subsistence rate for Union Steamships, when meals are required and not made available by the company shall be at the rate of \$2 per working day.

3. *Overtime Rate*

Rate of pay for overtime to be increased from \$1.17 per hour to \$1.32 per hour (overtime shall be time worked in excess of 8 hours in a spread of 16 hours). There shall be no increase in the rate of \$1.17 per hour which is presently paid for cargo handling and any other work done by certain categories of men while on watch.

Present overtime provisions for cooks and stewards shall not be affected by the above recommendation.

This is a majority report.

Respectfully submitted.

(Sgd.) PHILIP FLEMING,  
Chairman.

(Sgd.) R. A. MAHONEY,  
Member.

## MINORITY REPORT

North Burnaby, B.C.,  
October 21, 1954.

The dispute involved three companies and the Union as named above and the number of employees affected is approximately 750.

The employees requests were as follows:—

1. An overall wage increase of 12½ per cent.
2. An increase in the overtime rate of 33 cents per hour bringing the rate to \$1.50 per hour.
3. This request applied to Union Steamships only and was for an increase in the Standby Rates of \$60 per month.

Throughout the discussion held between the Board and the representatives of the employees and employers I noted that the main argument used by the companies in their refusal to grant the employees requests was the fact that they could not afford the extra costs due to a general falling off in both freight and passenger traffic.

In my opinion the ability or lack of ability on the part of the employer to grant the employees requests is not a matter before this Board and does not affect the situation here. The problem before us, as I see it, is whether or not the requests of the employees are reasonable and justified and it is on that basis that I make the following recommendations:

### *Wages*

A wage increase of 10 per cent which would amount to a monthly increase of \$18 to \$20 for the majority of employees. The amount varies somewhat when the steward's department at Union Steamships is considered.

### *Overtime*

I would recommend the overtime rate be increased to \$1.50 per hour bringing it to just over the *pro rata* rate.

### *Standby Work (Union Steamships only)*

In view of the fact that employees of the other two companies involved receive



subsistence while doing similar work as this standby I would recommend that Union Steamships bring the rate up to the same standard. In other words, if a person does not receive his meals on board he be allowed \$2 per day extra, and if room is not supplied aboard the company should furnish a room ashore or \$1 per day in lieu thereof.

I took particular note of the amicable way discussions were held in this dispute although there was some suggestion that relations between the Union and one of the companies involved were very poor.

This is a minority report.

Respectfully submitted,

(Sgd.) HUGH SMITH,  
Member.

## Report of Board in Dispute between Anticosti Shipping Company, Montreal and Seafarers' International Union of North America

The Board of Conciliation and Investigation which was established to deal with the above dispute wishes to submit its report and recommendations.

This Board was composed of Mr. Justice André Montpetit of the Superior Court, as chairman, of Mr. Raymond Caron, advocate, representing the Company, and of Mr. John McGough, representing the Union. It held a public sitting on September 20, 1954, to take communication of and discuss both parties' brief, and two private sittings, on September 28 and 30, to deliberate.

### I

Before referring to the various subject-matters in dispute, we feel that certain general observations are in order:—

1. We are dealing here with provisions to be incorporated in a first collective agreement between the parties.

2. The employees involved—approximately forty—are crew members of a ship known as the M/V *Fleurus* and of four pulpwood carriers which were war vessels—LSM's (Landing Ships Medium) converted for this specific purpose.

3. The M/V *Fleurus* carries passengers and freight mainly for the Company's operations at Anticosti Island. It runs between Montreal, Quebec and Port Meunier. Its basic use, and this statement on the Company's part has remained unchallenged, is to service the residents and the Company's needs at the Island.

4. The LSM's are very unusual ships (see exhibit 2). They are used solely for the transportation of wood from Rivière Portneuf and Les Escoumains to the Company's mill at Port Alfred, that is, from about thirty miles below the Saguenay, up the St. Lawrence and Saguenay Rivers, to Port Alfred.

During October, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Anticosti Shipping Company, Montreal.

The Board was under the Chairmanship of Hon. Mr. Justice André Montpetit, Quebec, Que., who was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron and John McGough, both of Montreal, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Caron. The minority report was submitted by Mr. McGough.

The texts of the majority and minority reports are reproduced herewith.

These ships which carry about 325 cords each per trip and which exclusively make a shuttle service between these points operate only from the middle of May to the beginning of September.

On board these ships, there are seven unlicensed personnel, to wit, one cook, three sailors (referred to by the Union as wheelmen) and three oilers.

### II

From the beginning of the negotiations between the Company and the Union to this day, the latter has contended that the Company should accept, as binding, all the provisions of its present established contracts with other companies for canal vessels on River and Lakes Service.

The Company's attitude has been, and still is, that some of the said provisions should be either set aside or replaced by others deemed more appropriate to the

type of operations it carries and to the local aspect of the problems involved.

Notwithstanding this, the Company and Union have agreed on the following clauses (the number of the section referred to is taken from the Union's proposed agreement; the number between parentheses is from the Company's proposed agreement):—

(a) Section 1 (1): General purpose of this agreement.

(b) Section 7 (5): Ship's delegate.

(c) Section 8 (6): Union officers boarding vessel.

(d) Section 9 (7): Seniority and Promotions.

(e) Section 11 (9): Emergency duties.

(f) Section 12 (10): Drills.

(g) Section 14 (12): Cleanliness of quarters.

(h) Section 15 (13): Other conveniences.

(i) Section 16 (14): Meal hours.

(j) Section 17 (15): Coffee time and lunches.

(k) Section 18 (16): Travelling.

(l) Section 20 (18): Return to port of signing.

(m) Section 21 (19): Reporting on Board.

(n) Section 22 (20): Safety.

### III

Amongst the other remaining sections which were discussed before us, there are:—

(a) Section 3: Maintenance of membership.

Section 4: Employment.

(b) Section 10: Off days and holidays with pay.

(c) Section 13: Holidays.

(d) Section 24: Schedule of wages.

(e) Section 26: Hours of work.

(f) Section 27: Overtime.

(g) Section 35: Welfare plan.

(a) *Section 3: Maintenance of Membership*  
*Section 4: Employment*

These two sections, in the Union's proposed agreement annexed to its brief, provide for the ordinary maintenance of membership clause (within 30 days) for the hiring of all of the Company's unlicensed personnel through the office of the Union or the Seamen's section of the National Employment Service.

Without going into all the aspects of the Union's request under this heading, it is the opinion of the majority of this Board (Mr. McGough dissenting) that it should not recommend the adoption thereof by the Company. In the past, the hiring of the Company's unlicensed personnel—especially on the LSM's—has always been made at Port Alfred where the Union has

no offices. This unlicensed personnel is mainly composed of residents of the lower St. Lawrence Villages.

This policy, on the Company's part, has led to stabilization in the employment of its unlicensed personnel. The turn-over per season has become very light; and there certainly would be serious risks of upsetting this situation if the Union had the right, under such circumstances, to control from Montreal, Quebec or elsewhere the hiring of the unlicensed personnel.

Notwithstanding the above, we recommend that the Company agree to a voluntary check-off irrevocable for the term of this first collective agreement.

#### (b) *Section 10: Off Days and Holidays* *With Pay*

The Union asks here that all members of unlicensed crews be paid at the end of a full season an amount equivalent to fourteen days basic pay, in lieu of holidays. For those having a shorter period of service (but at least of six months continuous service ending at the completion of lay-up), the Union requests seven days basic pay.

The Company's policy to date, in this matter, is to pay a minimum of one day's pay for each month of service to all employees having less than one season of service, or a full season, and two weeks vacation with pay at the end of the season for those having at least two seasons' service.

It seems to us (Mr. McGough dissenting) that the Company's attitude is just and reasonable and should not be interfered with. We therefore recommend accordingly.

#### (c) *Section 13: Holidays*

Most of the paid holidays suggested by the Union do not come within the Company's period of operation. We cannot see that it would serve any useful purpose to discuss them. This being so, we recommend that the Company undertake to recognize St. Jean Baptiste Day (or the day set for its celebration if it falls on a Sunday) and Labour Day as being holidays with the understanding that any employee called upon to work on these days be entitled to an overtime rate equivalent to a half day's extra pay.

#### (d) *Section 24: Schedule of Wages*

The Union suggests the following schedule of wages:—

	Per Month
1. Cooks .....	\$270.00
2. Oilers .....	230.00
3. Wheelmen .....	230.00



The Company now pays the employees on the LSM's:

	Per Month
1. Cooks .....	\$215.00
2. Oilers .....	200.00
3. Sailors or Wheelmen.....	195.00

Neither party submitted any evidence whatsoever on the wages being paid on the M/V *Fleurus*.

The wages as suggested by the Union are the standard wages now being paid under numerous agreements on the River and Lakes Service.

There are two main difficulties to be considered here.

1. The Union considers the sailors employed on the LSM's as wheelmen. The Company contends that they only are sailors and that they receive \$5 more per month than what ordinary sailors get under the agreements on the River and Lakes Service. This is true as a fact. But the Company admits that the three sailors which are on each of their LSM's do take the wheel in turn while at sea. This is something which an ordinary sailor does not do, even if it is true that wheelmen, on the River and Lakes Service, have more responsibility than the sailors on the LSM's.

2. Although the M/V *Fleurus* does carry passengers, who are not all residents of Anticosti Island, it cannot be said (whatever be the wages they now receive) that this service is identical to the one given by other companies on the River and Lakes Service.

This being so, it seems to us (Mr. McGough dissenting) that the following recommendation is in order as to the wages to be paid on the LSM's:

1. Cooks .....	\$225.00
2. Oilers .....	210.00
3. Sailors or Wheelmen.....	205.00

The Company's representative joins with the Chairman in this recommendation for the purpose of arriving at a majority report; but comments that except for proof of standard wages paid on Canal and Lakes Ships, no comparisons have been made which would indicate that the Company's present wages are not fair and reasonable in the circumstances.

#### (e) Section 26: Hours of Work

The Union asks a forty-hour week. At the present time, the unlicensed personnel of the Company works fifty-six hours per week. On the other hand, the Company, in its brief, states that it is quite willing to consider moving towards a reduced work week; and in its proposed agreement, it

suggests a forty-eight hour week (six 8-hour days) with a half day's extra pay to men working on the seventh day during the week.

We recommend (Mr. McGough dissenting) that this offer on the Company's part be accepted by the Union for the time being at least.

#### (f) Section 27: Overtime

The Union suggests (always in accordance with its agreements on the River and Lakes Service) an overtime rate of \$1 per hour for the cooks, 90 cents for wheelmen and oilers and 80 cents for all others.

The Company offers 85 cents overtime in all categories.

Here again, we believe (Mr. McGough dissenting) that the Company's suggestion is sound and reasonable and we recommend accordingly.

#### (g) Section 35: Welfare Plan

The Union has not deemed it advisable to furnish us with any particulars concerning such a plan and we were at a loss to take any kind of logical attitude.

This being so, we merely recommend (Mr. McGough dissenting) that at the Union's request the Company agree, during the coming year, to discuss the question of a welfare plan and to endeavour to reach a formula which might be acceptable to all concerned.

### IV

There are other sections in the proposed agreements of both parties which neither of them discussed before this Board. Although none of them are of major importance, we fail to see how we could make any recommendations pertaining thereto.

The whole respectfully submitted.

(Sgd.) ANDRÉ MONTPETIT,  
Chairman.

(Sgd.) RAYMOND CARON,  
Member.

Montreal, this 15th day of October, 1954.

### MINORITY REPORT

The Board of Conciliation and Investigation, composed of Mr. Justice André Montpetit of the Superior Court, as Chairman, of Mr. Raymond Caron, advocate, representing the Company, and of Mr. John McGough, representing the Union, was unable to reach a meeting of the minds in the above dispute. Private sittings and hearings were held on numerous occasions, and, after due deliberation, I find that I must tender a minority report as follows.

The Chairman's and Company representative's opinion that the work of the unlicensed employees on the vessels concerned is unusual or different from the work performed on other vessels sailing these waters is, in my opinion, unfounded. In my duties as a representative of the licenced engineers, I have on many occasions observed the actual operation of the many vessels on the inland waters of Canada, and find that a seaman's work, whether it be on a large vessel in a specific run or on a small vessel in what we would call "tramping", is very similar. In fact, the Company's contention that these vessels are smaller would have a tendency to strengthen the Union's argument that the quarters on these smaller vessels are more cramped and less livable and bring more hardships upon the unlicensed personnel than they are faced with on larger vessels. My contention is that these unlicensed employees on these vessels should get the same consideration, if not more, as the unlicensed employees sailing on the larger vessels with more commodious quarters.

The Board Chairman and the Company's representative have failed to accept the fact that the three sailors mentioned in the Company's brief are actually wheelmen, or quartermasters. It is understandable that the Company's representative and the Chairman would not care to be specific in their findings on this point, but I, in my experience, and having worked on a great many vessels, know that there is a difference between the calibre of personnel who are required to stand wheel watches, steering the ship so to speak—which, incidentally, requires considerable experience, intelligence, and alertness—and a man who just works on the deck of a ship chipping rust, handling ropes, and so forth. Therefore, I find that the sailors referred to by the Company as sailors are actually wheelmen or quartermasters, and should come under the higher pay rate.

The Company and the Union agree on the following clauses:—

- (a) Section 1 (1): General purpose of this agreement.
- (b) Section 7 (5): Ship's delegate.
- (c) Section 8 (6): Union officers boarding vessel.
- (d) Section 9 (7): Seniority and promotions.
- (e) Section 11 (9): Emergency duties.
- (f) Section 12 (10): Drills.
- (g) Section 14 (12): Cleanliness of quarters.
- (h) Section 15 (13): Other conveniences.
- (i) Section 16 (14): Meal hours.

(j) Section 17 (15): Coffee time and lunches.

(k) Section 18 (16): Travelling.

(l) Section 20 (18): Return to port of signing.

(m) Section 21 (19): Reporting on board.

(n) Section 22 (20): Safety.

The following clauses were thoroughly discussed, but could not be agreed upon. My report deals mainly with the following clauses.

(a) Section 3: Maintenance of membership.

Section 4: Employment.

(b) Section 10: Off days and holidays with pay.

(c) Section 13: Holidays.

(d) Section 24: Schedule of wages.

(e) Section 26: Hours of work.

(f) Section 27: Overtime.

(g) Section 35: Welfare plan.

I have gone into the above clauses thoroughly, and find that where the Company agreed to a clause, the clause that the Company agreed to had nothing to do with improvements in working conditions or rates of wages. I find that these clauses on which the Company stood flatfooted in their refusal were the so-called "meat" of the proposals. The Company refused to give on any one of these points, in spite of the fact that the Union's demands are being enjoyed by 99 per cent of the unlicensed employees sailing on Canadian-flag vessels. I will take up these clauses seriatim, and will place my recommendation and opinion directly below each clause.

*Section 3 and Section 4: Maintenance of membership and Employment.*

Maintenance of membership was refused by the Company in spite of the fact that it is in every one of the forty some collective bargaining agreements that the union holds with various Canadian-flag companies. The Union, in the Conciliation hearings, proposed that the Company incorporate what is known as the Rand formula in this agreement, and, in so doing, yielded to a degree. I have investigated the Rand formula and looked up the history of the Rand formula, and find that the Rand formula was the result of a unanimous award handed down by a Conciliation Board appointed by the Federal Government back in 1948, and that it has been generally accepted as the Hiring and Maintenance of Membership clause in all Maritime agreements consummated since that time. This clause has been tried and tested over a period of several years, and has been found to operate effectively and with a minimum of disputes and disturb-



ances. In no case have I found a dispute between companies and union as a result of this clause.

*Section 10 and Section 13:* Off days and holidays with pay.

The Company cannot expect its unlicensed employees to enjoy less holidays than those enjoyed by 90 per cent of the Maritime industry.

*Section 24:* Schedule of wages.

In my opinion, the Company is not being asked to pioneer a wage increase. They are merely being asked to increase their wages for the purpose of bringing them up to the level universal in the industry. The Company's contention that this would upset the wage equilibrium in a small Quebec community is ridiculous. The Company's contention in this respect is the same as though they were asking that the entire wage structure across Canada be set in accordance with the prevailing conditions in this small community.

*Section 26:* Hours of work.

Section 26, wherein the Union asked the 40-hour week, was one of the most difficult problems that we had to consider in our deliberations. I find the Company to be unusually and unreasonably bitter in regard to the Union's request in this matter. The Company's contention that they should not be compelled to reduce their work week from 56 hours to 40 hours at one time, and the reasons that they give for this attitude, is beyond my ability to comprehend. The Company, in trying to use the fact that they have been getting away with working their personnel far beyond the number of hours standard in this industry, is, what I would call, compounding an injustice. It seems to me that the Company should take the attitude that they, the Company, have been fortunate in getting away with this as long as they have. I thought that it

spoke well for the Union when they did not ask a retroactive work week in this respect. I think that the attitude of the two parties indicates clearly that the Company does not wish to seriously consider this problem in good faith. The Union could not possibly sign an agreement for less than a 40-hour work week without breaking faith with the other 95 per cent of the shipping industry. I do not follow the Chairman's and the Company's recommendation in this respect.

*Section 27:* Overtime.

I see no reason why the Company should not pay the same overtime rates as are in effect with those companies with whom they are competing.

*Section 35:* Welfare plan.

In my opinion, the matter of the Welfare plan was not given a reasonable hearing in this matter. The Company maintained that they did not understand the plan and steadfastly refused to accept any kind of an explanation or to consider the particulars furnished. The Welfare plan is in effect in a great majority of the industry, and the Company could certainly and has not offered any reasonable objection to this plan, except that it will increase their operating costs.

In the hearings into this matter, I noticed a reticence on the part of the Company to enter into collective bargaining in a true sense of the meaning of the words according to the Labour Laws of Canada. I find that I am indeed perturbed that the Board was unable to come to the point of a unanimous award. However, my conscience and my knowledge of the facts involved leave me no other course than to respectfully submit this minority report.

The whole respectfully submitted.

(Sgd.) JOHN MCGOUGH,  
Member.

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## U.S. Non-Operating Rail Unions Drop Escalator Clauses

United States railways and unions representing about one million of their non-operating employees have dropped "escalator" clauses from their wage agreements. The operating unions dispensed with such clauses some time ago.

Increases totalling 13 cents an hour which the rail workers had gained automatically while escalator clauses were in effect have been incorporated into basic wage rates, which now average about \$1.85 an hour.

Because of recent declines in the United States consumer price index, wages probably would have been cut 1 cent an hour on January 1 if the escalator clauses had remained in effect.

The non-operating unions represent track, shop, station and clerical workers.

Announcement of the dropping of the escalator clauses was made at the beginning of this month during negotiations over new collective agreements.

# Collective Agreements

## Collective Bargaining in Wholesale Trade

Approximately 10 per cent of wage earners in wholesale trade covered by collective agreement, a proportion somewhat larger than in retail trade but much smaller than in non-agricultural industries generally

Approximately 10 per cent of the wage earners in wholesale trade are covered by collective agreement, according to a study by the Economics and Research Branch. The Branch has on file 276 agreements covering 17,830 workers in the industry.

This percentage is small in comparison with that for non-agricultural industries generally, in which almost 40 per cent of the wage earners are under agreement. It is, however, somewhat larger than union coverage in retail trade, which has been estimated to be about 7 per cent (L.G., Oct., p. 1457).

Regionally, the largest proportion of wholesale trade workers under agreement is in British Columbia (Table 1). Quebec, Ontario and the Prairies follow in that order. Almost as many employees of wholesale establishments in the Prairies are covered by agreements as in Ontario. In contrast, by far the largest percentage of workers under agreement in retail trade is in Quebec and Ontario.

### The Industry

For purposes of this analysis, wholesale trade was subdivided into food, hardware, machinery and equipment, petroleum products marketing, and other wholesale trade (Table 2).

The largest numbers of agreements and workers covered, in wholesale as in retail trade, are concerned with the distribution of food products, mainly vegetables, fruit and meat. For wholesale trade, however, bargaining is not so concentrated in food distribution as it is in retail trade. Approximately 35 per cent of the workers covered by collective agreements in wholesale trade are engaged in the marketing of food products. The corresponding figure for retail trade is 58 per cent.

Included among the agreements applying to hardware are a few covering firms selling a limited line of items such as household utensils, paints, or glassware.

The category "machinery and equipment" is made up mainly of firms dealing in trucks, automobiles and parts, farm implements, electrical and other household appliances.

Agreements covering petroleum marketing apply mainly to employees of the marketing divisions of refining companies.

A miscellaneous group of firms handling such items as lumber and building supplies, drugs, soaps and chemicals, office supplies, paper products, and general merchandise are shown as "other wholesale trade". Only a small number of agreements exist for each type of concern within the group.

TABLE 1.—COLLECTIVE AGREEMENTS IN WHOLESALE TRADE BY REGION

Region	Agreements		Workers Covered	
	Number	Per Cent	Number	Per Cent
Maritimes.....	28	10.2	1,529	8.6
Quebec.....	28	10.2	4,239	23.8
Ontario.....	76	27.7	3,612	20.3
Prairies.....	75	27.4	3,202	17.9
British Columbia.....	67	24.5	5,248	29.4
Canada.....	274*	100.0	17,830	100.0

\* Excludes two agreements covering workers in more than one region. The workers covered by these two have been distributed among the various regions.



TABLE 2.—COLLECTIVE AGREEMENTS IN WHOLESALE TRADE BY UNION

Union	Wholesale Trade		Food		Hardware		Machinery and Equipment		Petroleum Marketing		Other Wholesale Trade	
	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered	Agreements	Workers Covered
Unions Affiliated with the Trades and Labour Congress of Canada	115	4,941	44	2,451	11	257	16	440	3	22	41	1,771
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC).....	44	1,103	22	474	5	167	1	4	3	22	13	436
Retail Clerks, International Association (AFL-TLC).....	16	638	6	107	2	55	1	8			7	468
Directly chartered local unions.....	21	666	11	214	2	20	3	83			5	349
Other TLC affiliates.....	34	2,534	5	1,656	2	15	11	345			16	518
Unions Affiliated with the Canadian Congress of Labour.....	108	4,832	40	1,420	19	1,300	18	984	11	416	20	712
Retail, Wholesale and Department Store Union (CIO-CCL).....	63	3,100	33	1,247	17	1,243	6	189			7	421
Oil Workers International Union (CIO-CCL).....	12	423							11	416	1	7
United Automobile Workers of America (CIO-CCL).....	8	568					7	545			1	23
Other CCL Affiliates.....	25	741	7	173	2	57	5	250			11	261
Unions Affiliated with the Canadian and Catholic Confederation of Labour.....	10	2,626	4	1,183	2	1,343			1	23	3	77
Other Unions.....	13	465	6	297			3	141			4	27
Employees' Associations.....	30	4,966	7	921	2	215	1	58	17	3,094	3	678
TOTALS.....	276	17,830	101	6,272	34	3,115	38	1,623	32	3,555	71	3,265

## The Unions

The structure of labour organization in wholesale trade is similar to that for retail trade in that a large number of unions have contracts in the industry. Most of them, however, have negotiated fewer than 10 contracts. As in retail trade, there are also several non-affiliated employees' associations.

Three unions, the Retail, Wholesale and Department Store Union (CIO-CCL), the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (AFL-TLC), and the Retail Clerks International Association (AFL-TLC) have bargained a proportionately large number of agreements in wholesale trade. The same three unions were found to predominate in retail trade (L.G., Oct., p. 1458).

The Retail, Wholesale and Department Store Union is the most important labour organization in wholesale trade in terms of numbers of contracts negotiated and workers covered. Of its 63 agreements on file, the large majority cover employees of wholesale food products firms and employees of wholesale hardware companies (Table 2). The main strength of the union's wholesale organization is in British Columbia and the Prairies. More than 70 per cent of its contracts are in these two areas.

Agreements on file between wholesale concerns and the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America number 44 and cover 1,100 workers. This union has agreements in nearly all branches of wholesale trade, although the greatest number apply to employees in food marketing establishments. There is no regional concentration among the agreements of this union.

Agreements on file indicate that the Retail Clerks International Association has only a small organization among wholesale trade employees as compared with its representation among workers in retail trade. Agreements on file for this union representing workers in wholesale trade number 16 and apply to fewer than 700 workers. A substantial proportion of this coverage is in the Maritimes.

In addition to the three organizations discussed above, unions affiliated with the Canadian and Catholic Confederation of Labour account for 10 agreements covering more than 2,600 workers applying mainly in food and hardware wholesaling.

Many other national or international unions have small numbers of contracts in the industry. Most of them are unions

whose main membership is in manufacturing and who have organized some wholesale outlets for the products manufactured. For example, the United Packinghouse Workers of America (CIO-CCL) and the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL-TLC) both have contracts in food wholesaling covering the distribution of meats. A few contracts applying in the machinery and equipment sector have been bargained by the International Association of Machinists (AFL-TLC) and the United Steelworkers of America (CIO-CCL). The United Automobile Workers of America have negotiated a number of collective agreements with firms concerned with the distribution of automobiles and automobile parts. As will be seen in Table 2, the Oil Workers International Union (CIO-CCL) has a number of contracts in the petroleum marketing industry. Both the International Chemical Workers' Union (AFL-TLC) and the United Mine Workers of America (CCL) have agreements in drugs, soaps and chemicals. The Office Employees International Union has four agreements applying exclusively to clerical workers. Table 2 shows a considerable coverage for "other TLC affiliates" in the food wholesale category. This is largely accounted for by one agreement applying to several firms engaged in the packing and shipping of fruit from the fruit growing areas of British Columbia. It might be argued that these employees are not strictly engaged in wholesale trade. Furthermore, it is likely that the number covered by the agreement fluctuates sharply during the year.

A substantial number of directly chartered local unions of the Trades and Labour Congress of Canada have contracts throughout the industry. A much smaller number of directly chartered locals of the Canadian Congress of Labour are included among "other CCL affiliates" in Table 2.

Of almost 5,000 employees under contracts signed by employees' associations, 3,000 work in the petroleum marketing division of the industry. In fact, the employee association is the main type of employee organization in this sector.

## The Bargaining Unit

**Size**—As was true for collective agreements in retail trade, those applying to wholesale trade employees are small in terms of numbers of employees covered. More than half the agreements apply to bargaining units of 25 employees or less. Only five cover more than 500 employees (Table 3).

**Employer Unit**—Table 4 shows that the vast majority of agreements apply to a single establishment. Each of eight agreements covers several establishments operated by the same employer and 16 contracts are multi-employer in scope.

Half of the agreements which apply to several establishments of a single employer are in petroleum marketing. Slightly more than half of the multi-employer agreements are in the food wholesale group and cover numbers of wholesale grocers in various cities particularly in western Canada. The Retail, Wholesale and Department Store Union is most frequently the employee bargaining agent for this type of agreement.

**Employee Unit**—For the most part the employees to whom the agreements apply are warehouse or yard employees such as loaders, shippers and receivers, and truck drivers. Supervisory employees are invariably excluded. However, a number of agreements, particularly among those nego-

tiated by the Retail, Wholesale and Department Store Union and the Retail Clerks International Association, apply to both office and non-office workers. The agreements of the Teamsters' union seldom include any clerical employees. About one-fifth of the agreements in food wholesaling cover both office and non-office categories and under a small number travelling salesmen are also included. Both types of employees are covered under approximately one-third of the agreements for hardware firms. Contracts of this nature are also found to some extent in petroleum marketing and among firms selling general merchandise.

Office workers only are covered in four agreements negotiated by the Office Employees' International Union, and in a further small number of agreements negotiated by the Retail, Wholesale and Department Store Union. As a rule, where agreements covering office workers only exist, non-office employees are covered by separate contracts.

**TABLE 3.—COLLECTIVE AGREEMENTS IN WHOLESALE TRADE BY SIZE OF BARGAINING UNIT**

Size of Bargaining Unit	Agreements		Workers Covered	
	Number	Per Cent	Number	Per Cent
25 or fewer employees.....	141	51.1	1,879	10.5
26- 50 employees.....	65	23.6	2,329	13.1
51-100 employees.....	41	14.8	2,850	16.0
101-500 employees.....	24	8.7	4,356	24.4
501-1000 employees.....	2	0.7	1,578	8.9
More than 1000 employees.....	3	1.1	4,838	27.1
TOTALS.....	276	100.0	17,830	100.0

**TABLE 4.—COLLECTIVE AGREEMENTS IN WHOLESALE TRADE BY SCOPE OF BARGAINING UNIT**

Scope of Bargaining Unit	Agreements		Workers Covered	
	Number	Per Cent	Number	Per Cent
Single establishment.....	252	91.3	10,431	58.5
Multi-establishment.....	8	2.9	2,783	15.6
Multi-employer.....	16	5.8	4,616	25.9
TOTALS.....	276	100.0	17,830	100.0



## Labour Legislation in British Columbia in 1954

New Labour Relations Act is passed and Workmen's Compensation Act is substantially amended. Minor changes made in fair wages legislation

At its 1954 session (February 16 to April 14) the British Columbia Legislature passed a new Labour Relations Act and made substantial amendments to the Workmen's Compensation Act.

Minor changes were made in the fair wages legislation relating to government contracts to give the Minister of Labour greater responsibility for its administration, and shops legislation was amended to allow Vancouver stores to be open six days a week. An Act was passed, to come into force on proclamation, to provide for the safe use of natural gas in the province.

Legislation was also passed to authorize an agreement with the federal Government to provide allowances to the disabled.

### Labour Relations

The certification of trade unions as bargaining representatives, collective bargaining, and the settlement of industrial disputes in British Columbia are now subject to the Labour Relations Act, which came into force on June 16, replacing the Industrial Conciliation and Arbitration Act.

For the most part the new Act is similar to the labour relations Acts of the other provinces and to the federal Act. Many of the provisions of the repealed Industrial Conciliation and Arbitration Act appear in this Act unchanged. A review of the main changes appeared in the July issue (page 954).

The Act sets out the rights of employees and employers and prohibits certain actions which would constitute unfair labour practices. It provides for the certification of trade unions and deals with collective bargaining and collective agreements. Conciliation services are made available for the settlement of disputes. The conditions under which strikes and lockouts are illegal are specified. Penalties are established for violations of the Act.

The Minister of Labour is charged with administration of the Act. Certain functions are the responsibility of the Labour Relations Board, for which provision is made in the Act.

The Labour Relations Act applies to all employees except managers, superintendents

or other persons who, in the opinion of the Board, exercise management functions or are employed in a confidential capacity in matters relating to labour relations; doctors, dentists, architects, engineers or lawyers; apprentices; and domestic servants, farmers, hunters or trappers.

### Rights and Unfair Labour Practices

The Act asserts the right of every employee to join a trade union and forbids an employer to refuse to employ a person or to discriminate in employment against a person because he is a member of a trade union. An employer may not set terms of employment which would restrain an employee from exercising his rights under the Act nor may he try to influence an employee, by intimidation or any other means, to leave a union or to refrain from joining one.

Trade unions and employers alike are subject to the general provision that no one may use coercion or intimidation to discourage or encourage membership in a union. However, a collective agreement may contain a provision requiring membership in a specified union or granting a preference in employment to the members of a specific union.

The employer is forbidden to have any part in the formation of a trade union except that he may permit employees to attend to trade union business during work hours without loss of pay. An employer-dominated organization of employees does not come within the definition of a trade union for the purposes of the Act.

If an employer illegally discharges an employee for trade union activity, he is bound to reinstate the employee and pay him the wages lost. A magistrate by whom he is found guilty, in addition to any other penalty imposed, is to direct him to pay such wages.

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

Without the consent of the employer, no trade union may attempt during working hours to persuade an employee to join the union or not to join another union. Trade unions are forbidden to engage in or to encourage or condone any activity that is intended to or does restrict or limit production or services.

Once an agreement is reached as the result of collective bargaining, both parties are under an obligation to sign or execute the agreement.

The Labour Relations Board may hold an inquiry on any alleged unfair labour practice and has authority to order an employer or trade union to cease any prohibited action and to rectify it if necessary. Failure to obey an order of the Board is an offence against the Act.

The Act contains a provision for the voluntary revocable check-off of union dues. An employer is required to honour a written assignment to a certified trade union, and to remit the dues so deducted at least once a month to the trade union. The employee may revoke his assignment at any time by written notice to the employer.

### Certification

Uncertified unions may bargain on behalf of employees but in order to have exclusive bargaining authority a trade union must be certified.

A trade union may apply to the Labour Relations Board for certification at any time where no collective agreement is in force and no other union is certified for the unit. Where no agreement is in force but another union has been certified, the application cannot be made until six months have elapsed since its certification (except with the consent of the Board). Where a collective agreement is in force, then the application may be made only during the last two months of its term or of any year of its term.

Two or more trade unions representing a majority of the employees in a unit appropriate for collective bargaining may apply for certification as though they were one union. A trade union may also apply in respect of a unit of employees employed by two or more employers. In this case, the Board may not certify the union unless, first, the unit is appropriate for collective bargaining in respect of all the employers; second, a majority of the employers have consented to representation by one trade union; and third, a majority of the employees of each employer have consented to representation by the trade union in question.

The Act permits the certification of craft unions, with the requirement that the group

of employees concerned must exercise technical skills which distinguish them from the employees as a whole and that a majority of the group must belong to one union representative of their craft or skills. Another union may apply to have the craft group included in a larger unit if it claims to have as members in good standing a majority of the employees in the craft unit.

Before certifying a trade union, the Board must determine if the unit is appropriate for collective bargaining. It has discretionary power to include additional employees in the unit or to exclude employees. The Board must prescribe how applications are to be made and, by examining records, holding hearings or conducting other inquiries, determine the merit of all applications.

If there is doubt as to whether a majority of the employees in the unit were, at the date of application, members in good standing of the applicant union, the Board must order the holding of a representation vote by secret ballot. If there is no doubt, or if the vote shows that more than half the eligible voters are in favour of the union, certification will be granted. Employees who are absent are not considered eligible voters.

If the union is not certified a new application will not be considered until a period set by the Board, but not exceeding 90 days, has elapsed.

An employer-dominated union may not be certified and any agreement made by an employer-dominated union is not considered a collective agreement.

No strike or lockout is permitted while an application for certification is pending. An employer may not change rates of pay or conditions of employment during this period except with the written permission of the Board.

The Board may cancel a certification if it is satisfied after investigation that the trade union has ceased to be a trade union or that the employer has ceased to be the employer of the employees in the unit. A trade union is defined in the Act as

a local or provincial organization or association of employees, or a local or provincial branch of a national or international organization or association of employees within the Province, that has as one of its purposes the regulation in the Province of relations between employers and employees through collective bargaining, but does not include any organization or association of employees that is dominated or influenced by an employer.

The Board may also cancel a certification if it is satisfied that a trade union has ceased to represent the employees in the unit, but not until ten months have elapsed after the certification.

Where an employer carries on operations in several areas, and an application is made by a trade union in respect of a unit, the Board may certify it for that unit in all the employer's operations.

Once a trade union is certified, it immediately replaces any other trade union representing the unit of employees and has exclusive authority to bargain collectively on behalf of the employees. If a collective agreement is already in force, it continues to be binding on the unit, but the rights and obligations are transferred to the newly certified union.

Where a business is sold, leased or transferred, the new management is bound by any proceedings taken under the Act and by any existing agreement.

If a trade union is certified for the employees of a company whose board of directors do not meet in the province, the company is required, within five days of certification, to appoint a person resident in the province to negotiate and conclude an agreement on its behalf.

### **Collective Bargaining**

Notice to negotiate may be given either by the trade union or the employer as soon as the union has been certified, in cases where no collective agreement is in force. Where an agreement is in force, whether or not the union is certified, notice to commence collective bargaining may be given within the third month before expiry of the agreement.

Once notice has been given, bargaining must begin within five days. The employer is forbidden to change rates of pay or conditions of employment until an agreement has been concluded or renewed or until seven days after the conciliation procedure has been completed unless permitted to do so by regulations which may be made by the Minister of Labour.

### **Collective Agreements**

A collective agreement is binding on the trade union which entered into it, on every employee covered by it and on the employer or employers' organization which entered into it. Failure on the part of those bound by the agreement to do what is required by the agreement is an offence under the Act. Each party must file one copy of the agreement with the Minister.

Every collective agreement must contain a provision for settling grievances (by arbitration or otherwise) without stoppage of work. If an agreement does not contain such a clause, the Minister is to prescribe a provision which will be binding on the parties.

The Act requires all agreements to be for a term of at least one year. Within that year, the agreement may be terminated only with the consent of the Minister. In the case of agreements for longer terms, either party to the agreement may, after eight months, ask permission from the Minister to give notice that the agreement will terminate on the next anniversary date. If permission is given and the other party is notified at least two months before the anniversary date, the agreement will be terminated. However, parties making long-term agreements may include a section declaring that this termination procedure may not be used.

An agreement entered into by an uncertified union will be considered a collective agreement only if it has been ratified by a majority of the employees concerned.

### **Conciliation Services**

The Act makes provision for the appointment by the Minister of a conciliation officer and, if necessary, a conciliation board to assist disputing parties to settle their differences. Either party, after negotiating for at least ten days, may request the Minister in writing to appoint a conciliator. The request must be accompanied by a statement of the difficulties encountered. In such a case, or in any case where the Minister considers it advisable, a conciliation officer may be appointed to confer with the parties. Within ten days, unless a longer period is agreed upon by the parties or set by the Minister, this officer must make a report to the Minister stating the matters on which agreement has been reached and those which are still unsettled. He must make recommendations with respect to the latter and also as to the advisability of appointing a conciliation board.

Where no agreement has been reached and the conciliation officer considers that it is not advisable to appoint a conciliation board, the Minister may send the conciliation officer's report to the parties in lieu of a conciliation board report. This is a new provision intended to shorten the conciliation process and to lend greater weight to the recommendations of the conciliator.

Where the Minister considers it advisable, he may appoint a three-member conciliation board. If the parties to a dispute agree in advance to accept the board's decision, the Minister must appoint a board. Its award will then be binding on the parties.

The time allowed for each party to nominate a member to the board is seven



days. The two members have five days to decide on a chairman. If the nominations are not made within these periods, the Minister is to make the appointments.

No Court is permitted to question the establishment or proceedings of a conciliation board.

Anyone who has a pecuniary interest in the matters referred to a conciliation board or who within the preceding six months has acted as a legal adviser or a paid agent of one of the parties is ineligible for membership on the board.

The duty of the board is to "endeavour to bring about agreement between the parties in relation to the matters referred to it". It has the power to summon witnesses and may enter and inspect any place of business in connection with the dispute. The board may determine its own procedure, but must give full opportunity to both parties to present evidence, make representations and cross-examine witnesses.

If all members of a board have received reasonable notice of the sittings, the chairman and one other member are a quorum. The decision of a majority is the decision of the board. If the votes are equal, the chairman has a second or casting vote.

Within ten days after the appointment of the chairman a report must be sent to the Minister who may direct that the decision be published, including the minority opinion if the decision was not unanimous. The time for making a report may be extended.

Both parties must receive copies of the conciliation board report or of the conciliation officer's recommendations. They are given 18 days to notify the Minister of their acceptance or rejection. The parties may at any time after the appointment of a conciliation board agree to be bound by the recommendation of the board as though it were a board of arbitration.

The Act permits a mediation committee of the parties' own designation to be substituted for a conciliation board with the consent of the Minister.

The Minister is granted wide discretionary power to initiate inquiries, either of his own accord or on application, into any industrial matters. He may set up an Industrial Inquiry Commission for this purpose or to forestall any imminent dispute or investigate any existing dispute between employers and employees. Its report goes to all parties affected and must be published.

### Strikes and Lockouts

As noted above, strikes and lockouts are prohibited while an application for certification is pending. They are also forbidden during negotiation, before conciliation pro-

cedure has been followed and a pre-strike or pre-lockout vote taken or during the term of a collective agreement. They are also prohibited after expiry or termination of an agreement until collective bargaining, conciliation and voting requirements have been complied with.

Strikes and lockouts may be authorized only after a vote by secret ballot has been in favour of such action and then only during the three months immediately after the vote. Votes will be government-supervised at the request of either party. Forty-eight hours' notice in writing that the employees are going to strike must be given to the employer. Similar notice must be given by the employer to the union in the case of a lockout.

If a strike or lockout is or has been in progress, the Minister may refer the matter to a Supreme Court Judge for a decision on its legality. If, after a hearing, the Judge finds that the strike is illegal, and that a trade union is or was involved in the strike, or that employees belonging to or represented by the trade union are participating or have participated in the strike, the Judge may nullify the existing collective agreement, the check-off and the certification, or any one of them.

### Labour Relations Board

The Act authorizes the Lieutenant-Governor in Council to establish a Labour Relations Board. After the Act was proclaimed in force, the members of the Board of Industrial Relations, which administers the Hours of Work Act, the Male and Female Minimum Wage Acts and the Annual Holidays Act, were appointed as the Labour Relations Board. The Board has authority to make rules of procedure, with the approval of the Minister, to permit it to carry out its obligations. Regulations were issued June 18 (L.G., Aug., p. 1157).

It is specified in the Act that the Board's decision is final and conclusive on a number of questions which arise in proceedings before it, namely, what persons come within the definition of employee, whether an association is a trade union under the Act, whether a person is an employer or whether an association is an employers' organization. In respect of collective agreements, the Board's decision is final on whether a collective agreement has been entered into, whether it is in force, and whom it covers.

The Board also has the duty of deciding whether a group of employees is a unit appropriate for collective bargaining, whether an employee belongs to a craft or profession, whether a person is a

member in good standing of a union, and whether collective bargaining has taken place. The Board may reconsider and vary or revoke any of its decisions.

In considering applications for certification, the Board may require trade unions or employers' organizations to file copies of their constitutions and by-laws and the names and addresses of their officers. The Board may determine its own procedure, and may accept such evidence as it deems proper, whether admissible as evidence in a court of law or not. All interested parties must have an opportunity to present their case. All decisions of the Board must be published.

### Regulations

The Lieutenant-Governor in Council may make regulations for the carrying out of the Act. For the purpose of dealing with labour relations on a federal or interprovincial basis in the meat-packing and coal-mining industries, the Lieutenant-Governor in Council may make regulations providing for co-operation either with Canada or with any other province, and such regulations shall supersede the provisions of the Act.

### Penalties

Failure to comply with any requirement of the Act is an offence punishable on summary conviction by a fine of not more than \$50 for an individual and not more than \$250 for a corporation, trade union or employers' organization, unless another penalty is specified for a particular offence.

The maximum penalty for an employer who is convicted of changing rates of pay or conditions of employment contrary to the Act is \$10 in respect of each employee per day that the contravention continues.

A trade union or union representative attempting to organize employees during working hours in such a way as to violate the Act is liable to a maximum penalty of \$125 in the case of the union or \$50 in the case of an individual. The same penalties are provided for failing to furnish information or to comply with an order of the Minister or the Board. Failure to comply with an order constitutes a separate offence for each day the failure continues.

The maximum fine which may be imposed on a trade union for authorizing a strike contrary to the Act is \$125 for each day the strike continues. A representative of a trade union who authorizes an illegal strike may be fined up to \$50 for each day of the strike. In the case of an illegal lockout the same penalties may be imposed on an employer or his representative.

Failure to bargain is a separate offence for each day the failure continues, and fines of up to \$25 for an individual and \$125 for an organization may be imposed if either the employer or trade union has failed to bargain.

A prosecution for an offence under the Act may not be instituted without the consent in writing of the Labour Relations Board.

### Workmen's Compensation

The second major enactment of the 1954 session was the Act to amend the Workmen's Compensation Act. The Act was amended in 1952, implementing some of the more important recommendations of the Sloan Royal Commission Report. Since that time it has been the subject of study and consultation with workers' and employers' organizations, and the resulting revision adopts many of the remaining Sloan recommendations and makes other noteworthy changes.

As recommended by Chief Justice Sloan, domestic servants may now be brought under the Act on the application of the domestic servant or of the employer. They were previously excluded from the Act. A new clause extends optional coverage to an "independent operator" who is described as "not being an employer or a workman but performing work of a nature which, if he were a workman, would be within the scope of this Part." This provision was designed to cover commercial fishermen. "Learners" and members of municipal fire brigades working with or without remuneration are now to be deemed "workmen" under the Act.

As before, an employer may apply for coverage as a workman under the Act as may members of the employer's family, but the latter are now defined as members of the family under 21 who are legally entitled to work, who live with the employer and are employed by him. The provision excluding travelling salesmen was removed as such employees connected with an industry are covered.

Two important changes were that the percentage of average earnings taken in computing payments for disability was raised from 70 to 75 and the maximum annual earnings allowed were raised from \$3,600 to \$4,000. In four other provinces besides British Columbia, the percentage rate is 75. Ontario and Saskatchewan are the only other provinces in which the ceiling on earnings is \$4,000.

In determining compensation in permanent partial disability cases, the Board was authorized to take into account loss



of physical function rather than difference in earnings before and after the accident. This amendment was recommended by Chief Justice Sloan, who stated that the physical impairment method was the one actually used.

Under this method, the Board is required to assess the physical impairment of the injured workman and to translate it into a percentage of impairment of earning capacity, using a rating schedule, where applicable. Taking this percentage as a measure of the loss of earnings suffered by the workman as a result of the accident, the Board calculates the compensation as 75 per cent of such estimated loss of earnings. The Board may, at its discretion, where it considers it more equitable, make an award of 75 per cent of the difference between the workman's average wage before the accident and his actual or presumed wage after the accident. The wage-loss method was previously given priority in the Act.

A further change and one of particular interest is that workmen injured before March 18, 1943, are to receive higher pension payments beginning January 1, 1955. Payments are to be re-calculated on the basis of a compensation rate of 66½ per cent and on the actual average earnings of the workman at the time of the accident but the earnings are not to be taken as less than \$2,000 per annum and are subject to a maximum of \$2,500.

The Act formerly provided that even where an injury is attributable solely to the serious and wilful misconduct of a workman, compensation is payable if the injury results in death or serious and permanent disablement. This provision, as amended, states that compensation is not payable unless the injury results in death or serious or permanent disablement, thus permitting the payment of compensation in such circumstances for a serious injury which may not be permanent.

The schedule of industrial diseases was amended by adding three diseases, injury to the lungs and injury to the heart as a result of firefighting, and occupational deafness in any industry involving prolonged exposure to excessive noise. As before, diseases may be added to or removed from the schedule by regulation of the Board but it is now provided that such additions or deletions must be approved by the Lieutenant-Governor in Council.

A new subsection, similar to one contained in the Metalliferous Mines Regulation Act, provides for regular medical examinations of workmen who are exposed to dust conditions in their employment.

When an industrial disease is of such a nature that its presence is evidenced by specific X-ray appearance, the Board may require an employer in an industry in which the disease occurs to have any or all of his workmen medically examined at his own expense at least once a year and may direct him to employ only workmen who are found to be physically suited for such employment. The Board is to prescribe the nature of the examination and the information to be obtained and recorded and this information is to be furnished by the examining doctor to the Board at its request.

A further amendment which was recommended by the Sloan Report removed certain restrictive conditions applicable in hernia cases. These required the workman to be operated on within two weeks of the occurrence of the hernia if an operation was deemed advisable, and limited the period during which compensation could be paid to seven days before an operation and 42 days afterwards. It is now left to the Board to decide in each case the period during which compensation should be paid.

The provisions regarding medical aid were amended to permit chiropodists, chiropractors, naturopaths and dentists to treat injured workmen as "qualified practitioners" under the Act and the Board was empowered to appoint "qualified practitioners" to its staff. Since 1943 the Act has permitted the Board to pay for treatment by "persons authorized to treat human ailments" but treatment by other than qualified medical doctors has been, in certain instances, subject to restrictive regulation of the Board. These restrictions are now removed. It is made clear, however, that any aid furnished by a physician or qualified practitioner is subject to the direction and control of the Board.

One of the main recommendations of the Sloan Report, as regards medical aid, was that there should be, in addition to the usual system of referral of cases to individual specialists, an impartial Medical Appeal Board of three doctors to make a final and binding decision on disputed medical issues.

The method of appeal provided for in the revision of the Act is similar to that contained in the Alberta Act. When a workman feels aggrieved concerning a decision of the Board's medical staff and requests a further examination, his case must be referred to two specialists, one to be selected by himself and the other by the Board, from a panel of not less than



three previously nominated by a recognized medical association. Their decision, a signed copy of which is to be sent to the workman, is, unless the Board at any time directs otherwise, to be conclusive as to the matters certified. If the workman fails to notify the Board of his choice of a specialist within 14 days, the Board may select both doctors. All costs are to be borne by the Accident Fund. The Act also provides that, of its own motion, the Board may refer a claim to two specialists appointed from the panel to be established.

The Act now provides for prompt medical aid for seamen in an emergency. Under the former provision, seamen were not eligible for medical aid from the Accident Fund while they were entitled to medical care from the Sick Mariners' Fund under the Canada Shipping Act but they were entitled to any additional medical aid not furnished under that Act. As a result of the new provision, however, the Board has discretion to pay medical costs if a seaman, for reasons beyond his control, cannot be furnished prompt, necessary or emergent medical care under the Canada Shipping Act.

An amendment to the section which allows a private plan for providing medical aid to workmen to be carried on, in substitution for coverage by the medical aid provisions of the Act, if the Board approves, makes provision for the Board to grant medical aid if such a plan is discontinued. The Board is directed to pay for further aid required for injuries incurred during the time of approval of the plan and costs may be charged as the Board deems proper.

Under the British Columbia Act, a claim for compensation must be filed within one year after the occurrence of the injury, or, in a fatal accident, within one year after the workman's death; but the Board has discretion to pay any claim filed within three years if it is of the opinion that the claim is one which ought to be allowed. This provision was widened to allow the Board to pay medical aid and compensation if proof of the injury is filed within three years after the accident or one year after the commencement of the first period of temporary disablement from an industrial disease. It is further provided that medical aid is payable even without a formal application being filed.

Section 29A, which was added to the Act in 1952 and which empowered the Board to pay hospital insurance premiums on behalf of widows, dependent children and orphans who were receiving compensation on July 1, 1952, was repealed, since revenues for

hospital insurance are now raised by means of a sales tax instead of by the collection of premiums.

It is now provided that, when an accident happens outside the province on a steamboat, ship, railway, aircraft, truck, bus or other vehicle used to carry passengers or freight to or from the province, compensation is payable if the place or chief place of business of the employer is located in British Columbia and the nature of the work is such that it must be performed both within and outside the province. The condition regarding the employer's place of business replaces the former condition requiring the workman to be a resident of the province.

It is further provided, as regards an accident outside the province, that a workman's right of election between the compensation provided by the British Columbia Act and compensation under the law of the place where the accident took place is subject to any arrangement which the Board has made with the Board of any other province to avoid duplication of assessments on employers whose workmen are employed part of their time in one province and part in another.

The provisions regarding third party actions were amended to state that the right to claim compensation by the workman or his dependant in lieu of taking action against some person other than the workman's employer must be exercised within three months after the accident or after the workman's death. Where the workman decides to claim compensation, the Board is subrogated to the rights of the workman or his dependant and may take action in his name or in the name of the Board. It is now made clear in the Act that the Board has exclusive jurisdiction to determine whether it will maintain an action or compromise the right of action and its decision is final and conclusive. Provision was also made, where a workman elects not to take compensation, for a settlement out of court by the workman or his dependant but only with the written approval of the Board, and, in such circumstances, as with a court action, if less is recovered than the amount of compensation which would have been payable, the workman or dependant is entitled to the difference between the amount recovered and the compensation.

The Act, as before, states that compensation may not be assigned, charged or attached nor may any claim be set off against it except, it is now provided, for moneys advanced by the province or a municipality by way of social assistance.

Coverage of the Act was extended to geophysical exploration and the operation of airfields, and wholesaling, already covered by the Act, was replaced by "wholesale establishments". Class 11, which was formerly comprised of "member companies of the British Columbia Lumber and Shingle Manufacturers' Association," now consists of "such operations of members of the British Columbia Lumber Manufacturers' Association as are placed in this class by the Board for purposes of assessment".

Other amendments have to do with the tenure of office of the Board and its administrative duties under the Act. Instead of being appointed for a fixed term of ten years, Board members are to hold office during the pleasure of the Lieutenant-Governor in Council. As before, they must retire at the age of 70, unless the Lieutenant-Governor in Council directs otherwise.

Salaries of Board members are to be established by Order in Council. They were formerly set out in the Act. With the approval of the Lieutenant-Governor in Council, members and employees of the Board may be covered by the Civil Service Superannuation Act. A new provision permits the Board to make an agreement to this effect with the Commissioner under the Civil Service Superannuation Act. The Board also administers its own Superannuation Fund.

The Board was authorized to raise the moneys needed for the Accident Fund by assessments rated upon "a unit of production" as well as by the regular method of assessment upon the employer's payroll, but the established practice of assessment and levy is to be varied only with the approval of the Lieutenant-Governor in Council. In computing the amount of the payroll of an employer, the Board may fix average earnings of any workman who is employed at a nominal wage or for no remuneration.

Immediately after each visit of inspection, the Board's inspectors must post an inspection report in a conspicuous place at or near the mine, works, establishment or premises, showing the condition found to prevail and furnish a copy of this statement to the manager. This is a requirement with which mines inspectors must comply under British Columbia mines legislation.

Another amendment, carrying out a recommendation of Chief Justice Sloan, provides authority for the Board to make arrangements with any Minister of the Crown in right of Canada or the Province

whereby inspectors employed by other government departments or agencies may, when deemed necessary in the interests of safety and accident prevention, carry out inspection duties under the direction and control of the Board.

The Act now provides for a higher maximum penalty, \$300 instead of \$50, for violation of any of the regulations of the Board. Chief Justice Sloan proposed an increase to a maximum of \$500.

Finally, a closer relationship with the Department of Labour was provided for. The annual report of the Board is now to be made to the Minister of Labour and submitted by him to the Legislature. Further, statutory provision was made for a Compensation Counsellor, an officer of the Department of Labour, to help and advise injured workmen concerning compensation problems. A Compensation Counsellor was appointed in September 1953, and has a similar function to the Assistance Officer provided for in amendments to the Manitoba Act in 1953.

### Fair Wages on Public Works Contracts

An amendment to the Public Works Fair Wages and Conditions of Employment Act gave the Minister of Labour increased responsibility for carrying out the fair wages policy in connection with work on all provincial public work projects. The Act as passed in 1951 provides that contracts for public works are subject to the conditions that persons employed on the contract are to be paid fair wages and their working hours are not to exceed eight hours a day and 44 hours a week except where arrangements are made under the Hours of Work Act.

Under the Act, fair wages were defined as the wages generally accepted as current for workmen in the district in which the work is being performed for the same kind of work. If there were no current wages in the area, the Minister of Labour was empowered to determine fair wages. The amendment provides that he may now settle any dispute as to what wages are to be accepted as current in other areas as well. The amendment also provides that any claim against a contractor is now to be filed with the Minister of Labour rather than with the Minister of the contracting department. Further, it is now the Minister of Labour rather than the Minister of the contracting department who is empowered to require a contractor to supply payroll data and to determine the statutory penalty if a contractor fails to comply.

## **Shops Hours in Vancouver**

An amendment to the Shops Regulations and Weekly Holiday Act provided that shops in the city of Vancouver may be permitted to remain open for six days a week provided that shop employees are required to work only five days a week. Before the amendment was passed, the Act required shops to observe a weekly half-holiday.

The amendment provides, however, that the Municipal Council of Vancouver may pass a by-law permitting shops to remain open six full days a week only after receiving a petition signed by more than half the licensed shop occupiers. Further, before the Council may take action it must be assured of the concurrence of the electors of Vancouver by receiving from them in a plebiscite a vote favourable to the proposal.

On June 23 the Vancouver City Council held such a plebiscite. The vote being favourable, a by-law was passed on July 14. Several classes of retail stores, including department stores, have presented the necessary petition and are operating a six-day week.

## **Safety**

In anticipation of the introduction of natural gas to British Columbia, the Legislature passed a Gas Act, not yet proclaimed, designed to protect the public from hazards arising out of the use of gas to produce light, heat or power. Among its provisions is a section prohibiting the installation or repair of house-piping or appliances by anyone except a gasfitter licensed under the Act.

The Act provides for regulations to deal with many details of administration. They will establish the standards of examination for a gasfitter's licence, and, as well as providing for the registration of contractors and the testing and inspection of equipment, may also provide for the education in the safe use of gas of consumers, fitters, dealers and other persons by such means as pamphlets, bulletins and exhibits. The Minister of Public Works will administer the Act.

In order to secure uniformity of regulations throughout the province, the provisions of the Act and any regulations under it are declared to prevail over municipal rules or by-laws.

The Coal-mines Regulation Act was amended in 1951 to permit more than one shot to be fired when millisecond delay detonators are used (L.G., 1951, p. 1386). A further amendment this year permits the necessary quantity of powder to be taken into a mine under proper safety measures imposed by the Inspector.

## **Disabled Persons' Allowances**

The Disabled Persons' Allowances Act will on proclamation permit British Columbia to participate in the federal-provincial scheme to provide allowances for disabled persons under which the federal Government will contribute up to 50 per cent of the allowances.

## **Bills not Passed**

A proposed amendment by the Government to the Boiler and Pressure-vessel Act was held over until the next session. It would have made the Act applicable to refrigeration and compressed-gas plants, revised the definitions, brought steamfitters under the Act, introduced an interim certificate permitting plants to be put into operation before inspection under certain circumstances, and authorized regulation of welders, steamfitters and refrigeration engineers.

A private member's bill which failed to pass second reading would have added a section to the Trade-unions Act requiring the written consent of the Labour Relations Board to any action brought in a court for an injunction, damages or other relief against a trade union or association of employees arising out of a strike, lockout or other labour trouble. The amendment would also have required two days' notice to be given to the affected parties before an injunction could be issued in an industrial dispute.

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## **U.S. Labor Secretary Plans Advisory Committees on Legislation**

James P. Mitchell, U.S. Secretary of Labor, announced last month that he will form a committee of labor leaders to advise him on legislation and other matters. He said he will invite the American Federation of Labor, the Congress of Industrial Organizations, the United Mine Workers of America and the

railway brotherhoods to appoint representatives to serve on the committee.

He said he also planned to set up a separate advisory committee of employer representatives.

Mr. Mitchell said he would like to discuss the Government's recommendations on minimum wage legislation with the two committees when they are set up.



# Labour Legislation in Nova Scotia in 1954

Coverage of accident compensation law extended when Act revised and consolidated. Stricter safety rules adopted for hoisting equipment in coal mines; minimum age for work underground raised to 18 years

The Nova Scotia Legislature was in session from February 24 to April 14. The main labour enactment was a revision and consolidation of the Workmen's Compensation Act, in which the most important change was an extension of coverage.

By an amendment to the Coal Mines Regulation Act, the minimum age for employment underground was raised from 17 to 18 years, and stricter rules in respect to hoisting ropes and sockets were adopted.

A new Act provides for the certification of nursing assistants. A minor change was made in the legislation respecting mothers' allowances, and the Disabled Persons Allowances Act was passed to enable the province to enter into an agreement with the federal Government to provide pensions for the disabled.

## Workmen's Compensation

Beyond an extension of coverage, not many significant changes were made in the Workmen's Compensation Act, 1954, which is chiefly a consolidation of the 1938 Act and its amendments. The Act was amended every year from 1940 to 1953, inclusive.

In the new consolidation a number of small changes were made, and the Act was further amended by a better arrangement of sections and the deletion of out-of-date and unused provisions. Among the provisions left out were all those relating to navigation, since the industry has for many years been excluded by regulation.

The new industries brought under the Act from January 1, 1955, are: hotels; restaurants; catering; dairies; wholesale and retail stores and establishments; broadcasting stations; manufacture, sale and distribution of artificial ice; peat processing; landscaping; and operation of bridges.

In Nova Scotia, as in six other provinces, a "learner" who becomes subject to the hazards of an industry under Part I while doing probationary work or taking training in preparation for employment is now regarded as a workman under the Act and the Board may determine his average earnings, for assessment and compensation purposes, at an amount that it considers fair.

Another amendment provided that compensation in respect to an invalid child is to be continued, without regard to age, until his recovery or death. The former provision was that payments should continue as long as the Board considered that the workman would, if living, have contributed to the child's support. In recent years the same change was made in the New Brunswick and Saskatchewan Acts.

A new subsection was added to the provisions regarding third party actions. Under these provisions, where the circumstances are such that a workman is entitled to sue some person other than his employer for damages, he may either take court action or claim compensation under the Act. If he claims compensation, the Board, if it thinks fit to do so, may sue the third party to recover the whole or any outstanding part of the workman's claim. If, however, the workman elects to take action, he is entitled to the difference, if any, between the amount recovered and the compensation to which he would have been entitled. The new subsection adds the further provision that the workman or his dependants may not make a compromise settlement of an action or cause of action at an amount less than the compensation without the consent of the Board.

A few changes concerned assessments and the furnishing of reports to the Board. The Act now states that the Board may fix an amount not to exceed \$25 as the minimum assessment to be levied upon an employer with respect to an industry carried on by him during a calendar year. The amount specified previously was \$5. An employer is required to furnish an estimate of his payroll within 10 days after establishing, commencing or recommencing an industry instead of, as in the former Act, "on or before a date to be fixed by the Governor in Council or whenever thereafter he shall have become an employer within the meaning of this Act".

In other circumstances, the Act, instead of requiring regular reports, now provides for the furnishing of reports when and if required by the Board. A manufacturer, contractor or dealer who enters into a contract to buy logs, pulpwood and other forest products need only report the particulars of such contract if requested to do so and is no longer required to report

whenever a delivery is made under the contract. He must, as before, keep records and produce them for inspection if required by the Board.

The provision requiring the assessors for a municipality, city or town to furnish certain information to the Board each year within 10 days after the completion of the assessment roll was replaced by a provision stating that such a return should be made at the request of the Board. Similarly, a record of building permits granted in a municipality, city or town is to be supplied when requested. The former provision required written notice to be given to the Board within three days after the granting of each permit.

Silicosis was removed from the schedule of industrial diseases and a provision was added stating that, subject to the conditions set out in the Act regarding silicosis, a workman disabled by the disease is entitled to compensation, medical aid and burial expenses as if the disease were a personal injury by accident and the disablement were the happening of the accident.

To be entitled to compensation for disability from silicosis, a workman must have been exposed to silica dust while employed in Nova Scotia in an industry to which Part I applies for periods amounting in all to at least five years. Under the former Act, the workman was required, in addition, to have been a resident of the province for at least five years but the residence requirement was omitted in the revision. In the other provinces, the period during which a workman must have been exposed to silica dust in order to be eligible for compensation varies. In Ontario it is at least two years, in Alberta and British Columbia three years, and in Manitoba, Quebec and Saskatchewan, it is, like Nova Scotia, five years.

A claim for compensation for silicosis must be established while the workman is regularly employed in the industry in which he was exposed to silica dust or within three years after leaving such employment. If, however, a workman is a resident of Nova Scotia at the time of making application for compensation and has not been exposed to silica dust elsewhere, the Board may allow a claim for uncomplicated silicosis even though the workman has not filed his claim within the time prescribed. Compensation is not payable for any period previous to the filing of the claim.

## Coal Mines

The minimum age for employment underground in a coal mine was raised from 17 to 18 years by an amendment to the Coal Mines Regulation Act.

Another change gives to the Local Boards of Examiners, who are appointed in such localities as the Minister of Mines deems expedient, power to examine candidates and grant temporary permits to stationary engineers. This is in addition to the three classes of engineers' licences and the firemen's licence granted by the central Board of Examiners under the Act. Local Boards no longer have power to appoint mine examiners. A mine surveyor is to be appointed to the Board of Examiners, which consists of the Chief Inspector, a mechanical engineer, a mining engineer and an electrical engineer.

Other amendments set out stricter safety regulations with respect to hoisting ropes and sockets. A new provision requires every overwind or damage to hoisting equipment, including rope, to be reported immediately by the Chief Engineer to an Inspector. Another new provision requires a hoisting rope to be discarded if the core is ineffectually lubricated. Ropes used for hoisting men and coal are now required to be socketed at least once every three months. A schedule of standard types of sockets is appended to the Act and all sockets must be of a design and strength as provided in the schedule unless exempted by the Mechanical Inspector.

The Act sets out rules which must be observed by the hoist operator. Provision is now made for the Mechanical Inspector to exempt the hoisting operator from strict compliance with the rules laid down.

## Registration of Nursing Assistants

The Nursing Assistants Act provides for the registration of nursing assistants and for the regulation and supervision of schools and training courses for nursing assistants. The Act is to be administered by the Minister of Public Health.

Only a person registered under the Act is entitled to use the title "Certified Nursing Assistant" or any abbreviation or title which implies that she is a registered nursing assistant. Registration is not compulsory and the Act does not apply to a person who nurses the sick for hire so long as she does not hold herself out to be registered as a nursing assistant under the Act. The functions of the practice of nursing which may be performed by a registered nursing assistant are to be prescribed by regulations.

The nature of training and examinations and the provisions governing registration of nursing assistants are also to be set out in regulations. In particular, regulations may be made respecting the establishment and operation of training schools and courses, and may provide for the registration and inspection of such schools. They may prescribe admission requirements, types of examinations and certificates of registration and fees. With respect to registration of nursing assistants the regulations may provide for the establishment and remuneration of a registration board, the appointment of committees and officers of the board, prescribe powers and duties and provide for the establishment and maintenance of a register of nursing assistants.

The Act prohibits a person from operating a school or conducting a training course or from holding himself out as being able to train persons to become nursing assistants contrary to the Act or regulations. A penalty of up to \$100 is provided for on summary conviction of a person who commits a violation.

Five other provinces, Alberta, British Columbia, Manitoba, Ontario and Prince Edward Island, have legislation in respect to the training and registration of nursing assistants.

### **Mothers' Allowances**

The Nova Scotia Mothers' Allowances Act fixes a maximum allowance of \$80 a month for a family and the amount payable to a mother and one child is determined by family need. The Act was

amended to authorize the Lieutenant-Governor in Council to pay an additional allowance of up to \$40 a month to a disabled child over 16 years until the child becomes eligible for an allowance under the Disabled Persons Act at age 18. The Act provides for regulations to be made providing for the payment, suspension and cancellation of such an allowance.

Normally, an allowance is paid until the child becomes 16 years of age. If the child is attending high school, an allowance may be continued until age 18 if the Director of Mothers Allowances thinks it advisable that his education should be continued. The latter provision was reworded to make it clear that in addition to continuing payment of an allowance to age 18, payment may be resumed in the case of a child who temporarily stopped school but returned to high school before becoming 18 if he is otherwise eligible for an allowance.

### **Disabled Persons**

The Disabled Persons Allowances Act, which will come into effect on proclamation, was passed to enable the province to participate in the federal-provincial program of pensions for disabled persons. Under the plan, when an agreement is signed with a province, the federal Government will pay one-half of the cost of a pension of not more than \$40 a month to totally and permanently disabled residents between 18 and 65 years in cases of need.

The Act is to be administered by the Old Age Assistance Board.

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## **Labour Legislation, Prince Edward Island, 1954**

Enactment of Rehabilitation of Disabled Persons Act enables province to sign an agreement with federal Government to participate in joint training project. Eight provinces have now signed such agreements

At the session of the Prince Edward Island Legislature which met March 2 and prorogued April 10, the Rehabilitation of Disabled Persons Act was passed to enable the province to sign an agreement with the federal Government to participate in the federal-provincial plan for rehabilitating the disabled under the terms of the Vocational Training Co-ordination Act as amended in 1954 (L.G., Sept., p. 1294). Eight provinces, including Prince Edward Island, have now signed such agreements with the federal Government.

Under these agreements the federal Government will share equally with the provincial government certain costs of approved projects. Each provincial government agrees to appoint a co-ordinator who will be chairman of an inter-departmental committee at the provincial level and a liaison between the provincial government and the national co-ordinator. One of the important duties of the provincial co-ordinator is to organize a case-finding and case-referral system within the province. The agreement further provides that the



facilities of the National Employment Service shall be available for placing the disabled in suitable employment.

Under the agreement with Prince Edward Island, the maximum amount which the federal Government was to contribute in the fiscal year ending March 31, 1954, was \$15,000. The agreement is effective to March 31, 1958. The maximum amount of the federal contribution is to be authorized by the Governor in Council each year.

Appended to the agreement is Schedule R which sets out the ways in which the training program carried on under the Vocational Training Agreement may be adapted to the needs of the disabled. The federal Government will share the costs of longer training periods than those normally provided, special living allowances and special travelling allowances which are deemed necessary for a disabled person taking training. Established schools are to be used where possible but training on the job may be authorized with an employer who can provide employment on completion of training; in exceptional cases individual instruction may be provided. Where the number of trainees justifies such action,

and where suitable training is not otherwise available, special training classes may be provided.

All cases for training must be approved by a provincial committee appointed by the provincial department administering the agreement, consisting of at least three persons including one representing that department and one representing the federal Government, with the provincial co-ordinator as chairman. Competent medical advice is to be obtained to make sure that training or subsequent employment will not be detrimental to the trainee.

The Prince Edward Island Act imparts to the agreement the force of law by stating that the Minister of Education, with the approval of the Lieutenant-Governor in Council, may enter into and execute on behalf of the provincial government the agreement which is appended in a schedule. It defines "rehabilitation" as the restoration of the disabled to the fullest physical, mental, social, vocational and economic usefulness of which they are capable. It also empowers the Lieutenant-Governor in Council to appoint a provincial co-ordinator.

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## Legal Decisions Affecting Labour

Saskatchewan and British Columbia courts review decisions of Boards on questions of decertification and constitution of bargaining unit

In Saskatchewan, the Court of Appeal issued an order of *mandamus* directing the Labour Relations Board to reconsider an application for decertification of a bargaining agent which it had refused. The Court held that the Board's decision was not properly based on the evidence before it but on extraneous considerations.

The British Columbia Supreme Court dismissed an application to quash a certification order, holding that the Labour Relations Board had authority to certify a bargaining agent for a unit of several but not all of a company's plants.

### Saskatchewan Court of Appeal...

... directs Labour Relations Board to determine application for decertification according to law

On May 31 the Saskatchewan Court of Appeal granted the application of a retail store and some of its employees for a writ of *mandamus* to direct the provincial Labour Relations Board to reconsider a request for decertification of the employees'

bargaining agent. The Court held that the Board's refusal to revoke the union's certification was based on extraneous considerations.

Separate reasons for the judgment were given by Mr. Justice Gordon and Mr. Justice Procter. Mr. Justice McNiven concurred with Mr. Justice Procter. The Chief Justice and Mr. Justice Culliton dissented.

The facts, as set out in the reasons for judgment, were as follows. On January 13, 1953, the Saskatchewan Labour Relations Board issued an order stating that the employees of the F. W. Woolworth Company's store in Weyburn constituted an appropriate bargaining unit and that the Saskatchewan Joint Board Retail, Wholesale and Department Store Union represented a majority of employees in the unit, and requiring the company to bargain collectively with representatives of that union. On June 11 of that year, a group of employees claiming to represent a majority of the unit applied to the Board

for decertification of the union. They were told that the application was premature and that they should renew it at the end of the year.

Another application for decertification was made by 12 out of the 18 employees in the unit on January 5, 1954. When it was filed, the secretary of the Board sent a copy to the company as required by Section 7 of the Board's rules, since it had "a direct interest in the matter".

At the hearing on February 9 and 10 counsel for the union contended that the second application should be dismissed as premature. He referred to Section 26 of the Saskatchewan Trade Union Act, which provides that where a collective agreement is in effect a union may not apply for certification until 10 months of the term of the agreement have expired. He pointed out that since the union's certification the Board had several times found the company guilty of unfair labour practices.

On April 25, 1953, the manager of the store and a floor woman had been found guilty of using coercion with a view to discouraging membership in the union and of interfering with the selection of the union as the employees' bargaining agent. On September 3, 1953, the Board found that the company and the manager had failed to bargain collectively and ordered them to do so. On December 11, 1953, the Board found that the company had failed to bargain collectively and had interfered with the rights of employees under the Act by counselling them not to join the union and threatening them with discrimination if they should become union members. Two other complaints against the company were heard at the same sitting. A complaint that an employee had been discriminatorily discharged was withdrawn when the company agreed to pay the employee her loss in wages. Another complaint, found to be established, was that the company had retained in employment three new employees who had failed to apply for membership in the union within 30 days after hiring in violation of Section 27 of the Act. (Section 27 provides that, where it is requested by a union representing the majority of employees in a bargaining unit, a clause requiring as a condition of employment that union members retain their membership and new employees join the union within 30 days must be included in a collective agreement, and that whether or not there is an agreement in force the terms of the clause

must be carried out by the employer.) The Board ordered the company to refrain from engaging in that unfair labour practice.

Counsel for the employees objected that this evidence as to the company's unfair labour practices was immaterial. Counsel for the company then filed as evidence a letter from the Board dated October 15, 1953, informing him that a complaint against the company of failure to bargain had been dismissed, and a letter he had sent to the union, after the Board's order of December 11 finding the company guilty of failure to bargain, in which he had expressed his willingness to bargain in spite of his opinion the union no longer represented a majority of the employees.

Counsel for the union then called as witnesses four of the employees who had joined in the application for decertification. The evidence disclosed that in April and May, 1953, there had been a strike called against the company, that a number of employees had refused to strike and had received a bonus of \$5 a week which was continued after the strike had ended.

The Board rejected the union's view that the application for decertification was premature but dismissed the application on the ground that it was that of the employees in form only and was really made by the company. The reasons for decision issued by the majority of the Board also stated that the applicants had failed to establish that the union had lost the support of the majority of employees in the unit.

The Board's decision in the matter was given on March 9, 1954. On April 7, the company and the employees who had made the application to the Board commenced proceedings to obtain a writ of *mandamus* to direct the Board to exercise its jurisdiction to rescind the union's certification.

In his reasons for judgment, Mr. Justice Procter considered the objection of counsel for the Board that the Court had no right to review the proceedings of the Board in any manner because of Section 17 of the Act, which reads:

There shall be no appeal from an order or decision of the Board under this Act, and the Board shall have power to determine any question of fact necessary to its jurisdiction, and its proceedings, orders and decisions shall not be reviewable by any court of law or by any *certiorari*, *mandamus*, prohibition, injunction or other proceeding whatsoever.

As authority for the power of the Court to review the proceedings of the Board notwithstanding this provision Mr. Justice Procter cited many decisions, including

*Toronto Newspaper Guild v. Globe Printing Co.* (L.G., Aug. 1953, p. 1174), *In re Canada Safeway Ltd. and Labour Relations Board* (L.G., Aug. 1953, p. 1170), *Smith and Rhuland Ltd. v. Reg. ex rel Andrews* (L.G., Aug. 1953, p. 1172 and *In re B.C. Hotels Assn. and Labour Relations Board* (L.G., July, p. 1018).

His Lordship then considered the objection of counsel for the union that the company could not join in making the application for decertification. He reviewed what had occurred in 1953 after the union had been certified. A strike had taken place, which the company claimed to be an illegal strike, in which great bitterness developed between the employees who favoured the union and those who opposed it and continued to work during the strike. The company claimed that the union did not represent a majority of the employees and that under Section 3 of the Act the majority had a right to choose their own bargaining representatives. It further contended that it was not required to bargain with the union under Section 8 of the Act, which requires an employer to bargain with a union representing the majority of employees in a unit, and that to do so would infringe upon the rights granted to employees by Section 3. As a result the company had been charged with various unfair labour practices and on some of the charges had been found guilty.

In view of the bitterness that had developed between the two groups of employees and the wide powers given to the bargaining agent under the Act, Mr. Justice Procter considered that the company had a vital interest in having the question of representation of their employees settled, in having harmony again among the employees, and in protecting itself from charges of unfair labour practices. He found that the company did have a standing to make the application for decertification of the union.

His Lordship then proceeded to deal with the merits of the application. He stated that the underlying principle of the labour relations legislation enacted by the provinces was to create and maintain industrial peace. He stated that none of the other provincial Acts contained a section such as Section 3 of the Saskatchewan Act, which reads:

Employees shall have the right to organize in and to form, join or assist trade unions and to bargain collectively through representatives of their own choosing, and the representatives designated or selected for the purpose of bargaining collectively by the majority of employees in a unit appropriate for such purpose shall be the exclusive representatives of all employees in such unit for the purpose of bargaining collectively.

In His Lordship's view, the express intention of this section was that the individual rights of employees should be particularly safeguarded so that changes in those employed might be reflected in change of their bargaining representatives.

To attain the object of the Act the Board must exercise its discretion fairly and not be influenced by extraneous matters. It was for the purpose of seeing that administrative tribunals exercised their functions in accordance with these principles that the courts reviewed their proceedings.

In Mr. Justice Procter's view, a careful study of the evidence produced before the Board failed to establish either ground given by the Board for its refusal to decertify the union. He quoted from the reasons for decision given by the chairman of the Board. The majority of the Board was satisfied that the employees would not have made their two applications for decertification without the moral and financial help of the employer. His Lordship stated that the testimony of the applicant employees that they had received no financial or legal assistance from the company had remained unshaken in spite of vicious cross-examination by counsel for the union at the hearing before the Board. The chairman of the Board noted that no arrangements had been made by the employees for paying their counsel. His Lordship stated that the arrangement made by counsel for payment for his services was an entirely irrelevant matter and that many lawyers frequently gave assistance to impecunious clients with little hope of remuneration. The chairman also mentioned the employer's co-operative attitude in the matter of time off and transportation for the employees to confer with counsel and attend hearings, an alleged loan made by the employer to one of the employees towards his transportation expenses, the accessibility of the employer's counsel to the employees, and the employer's eagerness to gain the objective of the applicant employees. Mr. Justice Procter considered that the chairman had distorted the evidence before the Board in a manner which went far to justify the allegation of bias. The chairman also mentioned "the petty and insubstantial reasons offered by some of the applicants for seeking decertification". In His Lordship's view, this statement indicated an arbitrary disposal of employees' rights under Section 3 of the Act rather than a fair judicial appraisal.

The second ground for the decision of the majority of the Board was that the applicants had failed to establish that the



union had lost its majority support among the employees. The evidence showed that out of 19 employees in the store 13 signed the application for decertification. The Board disqualified three of these because they were new employees who had failed to join the union within 30 days of hiring as required by the Trade Union Act when requested by the bargaining agent. On December 18, 1953, the Board had found that the company was committing an unfair labour practice by retaining them in its employ and ordered the company to discharge them unless they joined the union. In the opinion of the majority of the Board, it would have been farcical to cater to their wishes regarding conditions of employment when they had no right to be employed there.

Mr. Justice Procter stated that Section 3 of the Act did not require employees to be members of a union before they had the right to choose bargaining representatives. Employees who were not union members had the right to choose their bargaining authority, which need not be a union.

The Board decided also that two employees who had been employed by the store for less than a week should not have a vote in determining whether or not the union should continue to represent *bona fide* and permanent employees of the company. Counsel for the company had claimed that the Board's finding was not in accordance with the facts shown by the company's employment records but the Board did not wait to see these. Mr. Justice Procter stated that in any case he found nothing in the Act requiring an employee to be employed by a company for any particular period before acquiring the rights given him by Section 3 of the Act to take part in choosing a bargaining agent. His Lordship considered that at the very least 10 out of 19 employees wished the union decertified.

He concluded that the Board, in refusing to consider the wishes of these applicants, was not acting within the jurisdiction given by the Act but was acting arbitrarily and without legal justification. If any doubt existed as to the wishes of the majority of the employees a vote could have been held. By its refusal to decertify the union, the Board was denying to the employees the rights guaranteed to them by the Trade Union Act and the Saskatchewan Bill of Rights Act. His Lordship considered that once the Board had determined after a proper inquiry that the majority of the employees wished to change their bargain-

ing representative it had no power to refuse to rescind its certification order.

Chief Justice Martin, with whom Mr. Justice Culliton concurred, said in his dissenting opinion that the section of the Trade Union Act which empowered the Board to make orders and to rescind its orders was permissive and conferred a discretion upon the Board. He referred to a British case, *Julius v. Oxford (Bishop)* [1880], in which it was held that the words "it shall be lawful" in a statute are words of permission only but that in order to determine whether they create a duty to exercise the power conferred regard must be had "to the subject matter, the general objects of the statute and to the person or class of persons for whose benefit the power may be intended to have been conferred". His Lordship considered that the words "the Board shall have power" in the Saskatchewan Trade Union Act should be construed in this way. The Board was given a discretion in the exercise of its powers under Section 5. Generally speaking, the powers conferred necessitated an inquiry and an application to rescind a certification order would require a careful inquiry and the consideration of evidence before a conclusion could be reached. The Board, after examining the evidence and hearing the testimony of witnesses, had concluded that the application for certification was that of the employees "in form only" and that the applicants had failed to establish that the union had lost its support.

In view of the union's contention that the application was in fact made by the company, a consideration of the company's record in its attitude to the union was not irrelevant, the Chief Justice held. He was not prepared to say that there was no evidence before the Board to warrant its conclusion. Moreover, he was of the opinion that *mandamus* could not be issued because the Board, acting judicially, had in fact heard and determined the matter. It could not be said that the Board had not properly exercised its jurisdiction or that extraneous matters had been taken into account. For these reasons he would have dismissed the application.

The Court quashed the Board's order and directed the Board to proceed to determine the application for decertification according to law. *Regina ex rel F. W. Woolworth Company Limited and Slabick et al v. Labour Relations Board*, [1954] 13 WWR (NS) 1.

## British Columbia Supreme Court...

... dismisses application to quash certification of union as bargaining agent for multi-plant unit

On August 4 the British Columbia Supreme Court dismissed the application of a canning company for a writ of *certiorari* to quash an order of the provincial Labour Relations Board certifying a union as bargaining agent for employees in several of the company's plants throughout the province. The Court held that the Board was not required to choose between a bargaining unit including employees in all the company's plants and separate units for each plant but could certify a bargaining agent for whatever unit it considered appropriate.

The judgement was given by Mr. Justice Coady. The company, Canadian Cannery (Western) Ltd., applied to quash the order made by the Board on June 11, 1954, certifying four locals of the United Packinghouse Workers of America as the bargaining authority for a unit composed of the company's employees in seven different plants.

An earlier application by the union to be certified as the bargaining agent for a multi-plant unit had been rejected by the Board on April 6, 1954. The reason given was that the application was for a unit that did not include all the employees in the trade in all the operations of the employer throughout the province. Mr. Justice Coady stated that in giving that reason the Board obviously had in mind Section 12(9) of the Industrial Conciliation and Arbitration Act, which read:

Where an employer has separate operations in progress in different parts of the Province, if an application for certification of a bargaining authority for the employees in any trade is made, the Board may, if in its opinion the circumstances warrant such action, certify a bargaining authority for all the employees in that trade in all the operations of the employer throughout the Province.

The Board could have rejected the second application for the same reason but it did not see fit to do so. His Lordship noted that Section 58(2) of the Act specifically authorized the Board to reverse its previous decisions. He quoted a statement from the judgment in *Re Hotel and Restaurant Employees' International Union, Local 28* [1954] (L.G., April, p. 561) to the effect that there is no reason why the Board may not vary or revoke its orders at any time, provided that the variation or revocation remains within the structure of the statute and does not offend the

principles of substantial justice and that all interested parties are given the opportunity to be heard.

This reversal by the Board of its former decision gave rise to the submission made by counsel for the company that the earlier decision was legally right and the subsequent decision legally wrong. He contended that the Board could grant certification for a unit of all the employees in all the operations of the company throughout the province or, alternatively, could grant separate certifications for each operation but that it had no authority to do what had been done in this case, namely, to certify a bargaining agent for all the employees of some of the plants only.

Mr. Justice Coady considered that the subsection referred to was permissive and could not derogate from the other powers expressly conferred on the Board by the Act. Even giving the provision the suggested interpretation, it could very well be argued that it implied a jurisdiction to certify a bargaining agent for all the employees in some of the operations of the employer on the principle that the greater includes the less. He was of the opinion, however, that quite apart from this section the Act expressly conferred on the Board the authority it had exercised in this case. The Act specifically provided that the Board had authority to determine whether a bargaining unit was appropriate and that its decision on the question was final and conclusive.

He considered that Section 12(9) could not be interpreted as counsel for the company suggested. It was intended to provide for separate certification for all employees engaged in a particular trade in all the employer's plants. The use of the words "in any trade" showed what the Legislature intended in this subsection, and interpreted in this way the subsection had no application to the certification granted in this case.

Another objection made by the company was that one of the plants should not have been included in the unit because there were no employees there at the time the certification order was made. His Lordship stated that the evidence did not support that claim.

The company's application to quash the Board's order was dismissed. *Re Canadian Cannery (Western) Ltd.* [1954] 4 DLR 78.

# Recent Regulations under Provincial Legislation

Watch-repairing is brought under British Columbia Apprenticeship Act  
New apprenticeship regulations are issued for two trades in Alberta

Watch-repairing has been added to the schedule of trades under the British Columbia Apprenticeship Act.

Experienced sheet metal workers, painters and decorators in Alberta may now apply for certificates of qualification in their trades under the Apprenticeship Act. Persons over 21 years of age are now eligible to become apprentices in these trades.

Further restrictions on the employment of minors on licensed premises were made in Nova Scotia.

## Alberta Apprenticeship Act

The regulations under the Apprenticeship Act for the painting and decorating trade and for the sheet metal trade were replaced and now include provisions for the issue of certificates of qualification to persons on the basis of their experience in the trade. An upper age limit for entering upon apprenticeship is no longer specified.

New sections in the regulations for both the painting and decorating trade and the sheet metal trade provide that certificates of qualification may be issued, upon application, to persons engaged in either trade who are able to submit proof of proficiency and who have had at least four years' qualifying experience before September 20, 1954. However, unless a journeyman applies for such a certificate within 180 days from that date, he will be required to take an examination. If he fails in the examination, he will be given appropriate standing as an apprentice and may then complete his training as an apprentice.

Sixteen years continues to be the minimum age for an apprentice but there is no longer an upper age limit of 21 years.

The rates of pay for apprentices are set as the same proportion of journeymen's rates as under the previous regulations (L.G., 1949, p. 1572 and January 1954, p. 121).

The length of the apprenticeship period continues to be three and a half years, including the three months' probationary period, for painting and decorating and four years, in addition to any probationary and basic training period, for the sheet metal trade.

The regulations, approved on September 20 by O.C. 1283-54 (painting and decorating) and O.C. 1284-54 (sheet metal), were gazetted September 30.

## British Columbia Apprenticeship Act

By an Order in Council of September 21, gazetted November 4, the trade of watch-repairing was added to Schedule A of the British Columbia Apprenticeship Act as one of the trades to which the Act applies. All contracts of apprenticeship in these trades must be made in accordance with the provisions of the Act.

## Nova Scotia Liquor Control Act

A provision contained in amendments to the regulations under the Nova Scotia Liquor Control Act forbids the holder of a hotel dining room, hotel tavern or tavern licence to permit any person under 21 years of age to handle or serve beer or wine. Another change is that the sections setting out the conditions of qualification for a tavern waiter's licence now include the requirement that an applicant must be at least 21 years of age.

Previously, the regulations merely prohibited the employment of minors in taverns or hotel taverns during hours of sale. The prohibition of their employment in hotel dining rooms is new.

The amendments were made on August 30 and gazetted October 13.

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## Marcel Francq Resigns from Quebec Industrial Relations Commission

Marcel Francq, labour representative on the Quebec Industrial Relations Commission, last month announced his decision to resign from that provincial government body.

A former president and secretary of the Quebec Federation of Labour (TLC), Mr. Francq has served as a member of the Commission since 1951.

The son and grandson of well-known labour leaders, he gave as the reason for his resignation his desire to play a more active part in the labour movement. He did not specify which union he intends to join.



# Unemployment Insurance

## Selected Decisions of Umpire under the Unemployment Insurance Act

Decision CU-B 1078, September 20, 1954

**Summary of Facts**—The claimant, an employee of a rubber company, filed a renewal claim for benefit on November 26, 1953, following a mass lay-off.

According to his duly signed weekly reports (forms UIC 489), he continued to work for the above employer on November 30, December 1, 2, 3, 4, 7, 8 and 9, 1953, and reported "sick" from December 10, 1953, the date on which he was admitted to a hospital for a hernia operation, until January 23, 1954, inclusive.

On the evidence before him, the insurance officer found that the claimant had become incapable of work by reason of illness on a day in respect of which he was not entitled to benefit because of his being regularly employed by the same employer within the meaning of Section 37(1)(a)(ii) of the Act on December 10, 1953. Therefore, he denied him the right to avail himself of the exemption afforded by subsection (3) of Section 29 and disqualified him pursuant to subsection (1)(b) of the same section.

From the decision of the insurance officer, the claimant appealed to the court of referees on the ground that he had been misinformed by the local office manager regarding his right to draw unemployment insurance benefit and workmen's compensation at the same time.

The court of referees, after hearing his testimony that he had been misinformed by the local office of the Commission "regarding the non-compensable day prior to his operation for hernia", decided that he was "entitled to the benefit of the doubt in this connection" and unanimously allowed his appeal.

From this decision, the insurance officer appealed to the Umpire mainly on the following grounds:

Ignorance of the law is no excuse but even had the claimant known that the first day of unemployment would be non-compensable and had postponed his operation until a day that would not affect his eligibility for sickness benefit that does not alter the facts. On his own admission he was ill on the first day of unemployment, a

day for which he was not entitled to benefit and it is this fact that the court of referees overlooked."

The claimant also submitted a brief to the Umpire.

**Conclusions**—The question which I asked to decide is whether, on December 10, 1953, the claimant fulfilled all the conditions of entitlement to benefit, that he had become incapable of work because of illness or injury.

Subsection (1) of Section 37 amongst other things and in substance provides that an insured person who is regularly employed by the same employer for a period of three days or less, consecutive or not, in a week, is not entitled to benefit for the first day of unemployment following that period in any claim week.

In the present case, the claimant was laid off on November 25, 1953, and was employed by the same employer for five days in the week commencing on November 30 and for three days in the week commencing on December 6. Under these circumstances, I find that the claimant was regularly employed by the same employer within the meaning of the Act in the latter-mentioned week and that, therefore, he was not entitled to benefit in respect of December 10, 1953, as it was the first day of unemployment following his three consecutive days of employment in that week, namely, December 7, 8 and 9.

Inasmuch as the claimant was admitted to a hospital for a hernia operation on December 10, 1953, it is now obvious that he became incapable of work on a day in respect of which he was not entitled to benefit and, therefore, could not avail himself of the exemption afforded by subsection (3) of Section 29 of the Act, which reads as follows:

No person who has become entitled to receive benefit under this Act and who has afterwards, while his entitlement would otherwise continue, become incapable of work by reason of illness, injury or quarantine, shall, notwithstanding anything in this Act, be disqualified from receiving such benefit only by reason of such illness, injury or quarantine.

The claimant's contention that he was misinformed as to his rights by the manager of the local office is not substantiated by the evidence, and even if it were established that wrong information had been given to him, it would not affect the question at issue. His entitlement to benefit in respect of December 10, 1953, is based on facts, and notwithstanding my sympathy for the claimant, I have no alternative but to adhere to these facts.

The appeal is allowed.

#### Decision CU-B 1081, September 20, 1954

**Summary of Facts**—The claimant filed application for benefit on May 17, 1954, and stated therein that he had been employed as a pharmacist in a drug store in Edmonton, Alta., from September 1, 1953, to May 15, 1954, when he voluntarily left because he planned to enter into business on his own account as a drug store proprietor in Drayton Valley, Alta.

On May 25, 1954, he informed the local office of the Unemployment Insurance Commission that when he left the said employment on May 15, he was reasonably well assured that the building which he would use was to be available almost immediately, but he had since found that, owing to bad roads and a shortage of materials, it would not be ready for occupancy for two or three months, and as a consequence he was available for work in the meantime.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit for an indefinite period as from May 17, 1954, on the ground that, having voluntarily left his employment to engage in business on his own account, he was considered to be not available for work within the meaning of Section 29(1)(b) of the Act.

From the decision of the insurance officer, the claimant, on May 27, 1954, appealed to a court of referees, contending that he was available for work and, as evidence thereof, was seeking employment through a newspaper in Edmonton and the local office of the Commission in that city. He also stated that there was some uncertainty whether his proposed business undertaking would ever materialize as up to that time no attempt had been made to construct the building.

The court of referees, after hearing the claimant in Edmonton, Alta., on June 2, 1954, by a majority finding maintained the

decision of the insurance officer. The dissenting member of the court was of the opinion that the claimant had shown just cause for voluntarily leaving his employment and that he was "now" available for work within the meaning of the Act.

On June 10, 1954, in his appeal to the Umpire from the decision of the court of referees, the claimant stated that he had "given up the idea of going into business for (himself)" and that he expected to obtain employment as a pharmacist in the near future.

**Conclusions**—The court of referees rightly found that the claimant had shown just cause for voluntarily leaving his employment on May 15, 1954, and that he was not available for work on the date on which he filed his claim for benefit.

The claimant's decision in February to quit his employment in May proved to have been a dubious step, but it seems that we would be ill-advised to penalize him for what can hardly be termed an error of judgment and could not be followed through chiefly because of an unfortunate and almost unforeseeable set of circumstances.

He was not available for work on May 17, 1954, not so much because of his intention to commence a business on his own account, but chiefly because of the fact that, having left his employment to carry out such intention, he thereby showed that he was no longer interested in obtaining employment under a contract of service and/or that the time which he could now devote to this latter kind of work had no merchantable value in the labour market.

However, the claimant's statements of May 25 and May 27 seem to indicate that, for a reasonable period of time, he would again be interested in employment under a contract of service and would not be actively engaged in carrying out his business venture. As it is more than likely that, in a city of the size of Edmonton, employment could be obtained of the kind for which he had registered at the local office and advertised in a local newspaper, I am prepared to give him the benefit of the doubt as to his availability from the date of his last statement.

The appeal is allowed to the extent that the claimant was available for work as from May 27, 1954, provided that he has fulfilled all the other requirements of the Act and the regulations thereunder.

# Monthly Report on Operation of the Unemployment Insurance Act

Moderate decline during September in initial and renewal claims for benefit, statistics\* show, but total much higher than year earlier

There was a moderate decline in the number of initial and renewal claims for unemployment insurance benefit recorded during September but the total was considerably higher than of September 1953.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 109,548 claims were filed in local offices across Canada during September, compared with 112,659 in August and 85,623 in September 1953.

Ordinary claimants on the live Unemployment Insurance register on September 30 numbered 187,745 (138,415 males and 49,330 females), in comparison with 191,258 (141,489 males and 49,769 females) on August 31 and 119,381 (85,089 males and 34,292 females) on September 30, 1953. On September 30, short-time claimants totalled 23,661, while 3,011 were on temporary lay-off.

Adjudicating officers disposed of 110,207 initial and renewal claims during September, entitlement to benefit being granted in 90,798 cases. Of the 24,578 cases in which claimants were not entitled to benefit (this figure includes 5,169 cases of disqualification arising from revised claims), 9,314 were on behalf of claimants unable to satisfy the minimum contribution requirements. Chief reasons for disqualification were: "voluntarily left employment without just cause" 5,154 cases; "not unemployed" 2,394 cases; and "not capable of and not available for work" 2,278 cases.

New beneficiaries during September totalled 78,225, compared with 77,150 in August and 55,802 in September 1953.

During September, \$12,397,571 was paid in respect of 3,974,847 days (including 74,121 disability days), in comparison with

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\$12,066,717 and 3,921,598 days (including 75,467 disability days) for August and \$6,739,427 and 2,230,702 days (of which 22,827 were disability days) for September 1953.

An estimated 153,923 beneficiaries received \$2,754,045 in compensation for 880,389 days (of which 17,494 were disability days) during the week September 25-October 1, while during the week August 28-September 3 an estimated 153,241 beneficiaries received \$2,713,561 in compensation for 876,441 days (including 16,662 disability days). For the week of September 26-October 2, 1953, beneficiaries numbering 92,535 received \$1,560,169 in compensation for 513,560 days (including 6,325 disability days).

The average daily rate of benefit was \$3.13 for the week September 25-October 1, \$3.10 for the week August 28-September 3 and \$3.04 for the week September 26-October 2, 1953.

## Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards have been issued to 4,271,421 employees who have made contributions to the Unemployment Insurance Fund since April 1, 1954.

At September 30, employers registered numbered 264,355, an increase of 1,728 during the month.

\*See Tables E-1 to E-6 at back of book.

## Rock-Bottom Unemployment in New Zealand

For more than a decade, persons registered as unemployed in New Zealand have usually numbered fewer than 100; most of these are unemployable.



# Labour Conditions in Federal Government Contracts

## Wage Schedules Prepared and Contracts Awarded during October Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 166 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 158 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:—

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Production .....	95	\$160,950.00
Post Office .....	8	43,153.63

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:—

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district or, if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during October

During October the sum of \$1,063.67 was collected from two employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the five employees concerned.

## Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Bishop Beckwith N S:* Hennessy & Spicer Ltd, construction of dyke; Hennessy & Spicer Ltd, construction of drainage system. *Between Portage la Prairie & St Francois-Xavier Man:* John Lysenko and T R Clark, dyke construction along Assiniboine River. *The Pas Man:* J S Quinn Construction Co Ltd, construction of dam on Pasquia River. *Near Elbow Sask:* Prairie Construction Co Ltd, construction of conveyance system to conduct water from South Saskatchewan River to Buffalo Pound Lake. *Near Hays Alta:* A N Duff, excavating & enlarging 15 mile section of main canal on Bow River project.

### Central Mortgage and Housing Corporation

*Halifax N S:* Bedard-Girard Ltd, \*installation of fire alarm system. *Tuft's Cove N S:* Parker Bros Ltd, exterior painting, Central Heating Plant. *Val d'Or P Q:* Paquin Construction Co Ltd, \*repairs to foundations. *Brockville Ont:* Fort Construction & Equipment Ltd, construction of housing units, walks & drives. *Clinton Ont:* Bryers Construction Co Ltd, construction of housing units. *Deep River Ont:* M Sullivan & Son Ltd, construction of school & services. *Downsview Ont:* Evans Contracting Co, site improvements. *Ottawa Ont:* Maurice Savard, interior redecoration, Strathcona Heights. *Owen Sound Ont:* John Inglis Co Ltd, \*supply of hot water tanks. *Pembroke Ont:* M J Sulphur & Sons Ltd, construction of housing units. *Portage la Prairie Man:* Bilodeau & Heath Co Ltd, construction of extension to school. *Winnipeg Man:* Peter Leitch Construction Ltd, construction of CMHC regional office bldg. *Saskatoon Sask:* Norman H Woods & Assoc Ltd, landscaping. *Calgary Alta:* Poole Construc-

tion Co Ltd, construction of housing units; Borger Bros Ltd, construction of roads, sewer & water services; Canadian Natural Gas Co Ltd, construction of gas distribution system. *Claresholm Alta:* North West Electric Co Ltd, construction of electrical distribution system; Canadian Western Natural Gas Co, \*installation of gas distribution system. *Cold Lake Alta:* Mix Brothers Construction Co Ltd, construction of roads & drives to school. *Edmonton Alta:* Burns & Dutton Concrete & Construction Co Ltd, extension & construction of auditorium to existing school. *Penhold Alta:* Poole Construction Co Ltd, construction of housing units; Sunley Electric Co Ltd, construction of electrical distribution system. *Wainwright Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of school; Inland Gas & Oil Co, supply & installation of gas distribution system. *Prince George B C:* Central Contractors Ltd, construction of housing unit. *Vancouver B C:* Holland Landscapers, \*landscaping.

### Defence Construction (1951) Limited

*Bedford Basin N S:* Fundy Construction Co Ltd, repair to underground heating distribution system, new area; Fundy Construction Co Ltd, repair to underground heating distribution system, old area. *Chatham N B:* Modern Construction Ltd, rehabilitation of underground steam distribution system; W R McLaughlin Ltd, construction of bldgs, including access roads, drainage & fencing. *Casey P Q:* A Janin & Co Ltd, construction of bldgs. *Hull P Q:* Universal Electric, rewiring & relighting of Armoury. *Lachine P Q:* Charles Duranceau

Ltee, construction of addition to naval test plant. *Longueuil P Q:* Walter G Hunt Co Ltd, construction of pump house, water storage tank, etc, for fire protection system. *Valcartier P Q:* Napoleon Trudel & Fils Ltee, construction of lecture training bldg, garage & guard house. *Ville La Salle P Q:* Francis Hankin Co Ltd, construction of incinerator. *Clinton Ont:* Warren Bituminous Paving Co Ltd, construction of concrete curbs & sidewalks & asphalt surfacing roads & parking area. *Cobourg Ont:* H J McFarland Construction Co Ltd,

construction of lighting system & re-surfacing of hardstanding areas, 26 COD. *North Bay Ont*: Bennett-Pratt Ltd, construction of additions & modifications to two hangars. *Uplands Ont*: H J McFarland Construction Co Ltd, construction of roads & parking areas. *MacDonald Man*: Tallman Construction Co Ltd, station road repairs. *Dundurn Sask*: Piggott Construction Ltd, construction of Ordnance ammunition magazines & services. *Edmonton Alta*: Northwestern Utilities Ltd, extension of

natural gas distribution system; Mannix-O'Sullivan Paving Co Ltd, repairs & surfacing of station roads & construction of curb. *Namao Alta*: P W Graham & Sons Ltd, construction of guard house. *Penhold Alta*: Alexander Construction Ltd, construction of underground steam distribution service. *Wainwright Alta*: Provincial Engineering Ltd, construction of fire alarm system. *Comox B C*: C J Oliver Ltd, construction of roads & parking areas.

### Building & Maintenance

*Summerside P E I*: Richards-Wilcox Canadian Co Ltd, repairs to steel doors of hangars. *Moncton N B*: New Brunswick Wire Fence Co Ltd, construction of security fencing, Lakeburn Detachment, No 5 Supply Depot. *Sherbrooke P Q*: Allied Building Services Ltd, cleaning, repointing, repairs & waterproofing, Belvedere Armoury. *Barriefield Ont*: M Sullivan & Son Ltd, installation of wall tile replacement. *Camp Borden Ont*: Brant Construction Co Ltd, construction of concrete floors, drill halls. *Downsview Ont*: H H Sutton, grading, seeding & sodding. *Falconbridge Ont*: H H Sutton, grading, seeding & sodding. *Ottawa Ont*: Automatic Sprinkler Co of

Canada Ltd, installation of sprinkler system in bldg 7, Victoria Island; Shore & Horwitz Construction Co Ltd, supply & construction of steelox type storage bldg & outside services, CSRDE. *Rockcliffe Ont*: Shore & Horwitz Construction Co Ltd, installation of underground steam distribution system extensions. *Trenton Ont*: W A Moffatt Co, application of bonded roof on hangar No 8. *Chilliwack B C*: R H Neven Co Ltd, interior painting, RCSME. *Ladner B C*: Columbia Bitulithic Ltd, repair & flush coating of roads. *Sea Island B C*: C J Oliver Ltd, permanent sub-floor replacement in bldgs.

### Department of Defence Production

*Bedford N S*: Purdy Bros, retubing water tube boilers, Central Heating Plant, Magazine. *Toronto Ont*: Robert Simpson Co Ltd, interior decoration of main house at RCAF Station, 1107 Ave Road. *Esquimalt B C*: G H Wheaton Ltd, renovations & alterations, Bldg #38, HMCS "Venture"; Griffin & Orpwood Ltd, installation of steam heating system in Bldg #38, HMCS "Venture". *Yellowknife NWT*: A Mitchell, interior painting of Army bldgs.

### Department of Justice

*St Vincent de Paul P Q*: Labrador Construction Co Ltd, erection of administrative offices bldg, A-12; Labrador Construction Co Ltd, construction of farm dormitory bldg, B-16. *Kingston Ont*: T A Andre & Sons Ltd, demolition & reconstruction of dome, bldg B-1. *Stony Mountain Man*: Claydon Construction Co, erection of boiler house.

### National Harbours Board

*Three Rivers Harbour P Q*: Page Equipment & Construction Co Ltd, paving at section 3.

### Department of Northern Affairs and National Resources

*Baddeck N S*: M R Chappell, construction of museum bldg. *Near Neils Harbour N S*: Trynor Construction Co Ltd, surfacing of 19.5 miles of Cabot Trail, Cape Breton Highlands National Park. *Quebec City P Q*: Magloire Cauchon Ltd, repairs to substructure of Dufferin Terrace. *St Lawrence Islands National Park Ont*: A F Simpson, construction of warden's residence & detached garage, Mallorytown Landing. *Lower Fort Garry Man*: A M Tallman, construction of parking lot. *Banff National Park Alta*: Larwill Construction Co, construction of combined caretaker's residence

& heating plant. *Waterton Lakes National Park Alta*: Wm Tomchuk, construction of structural steel reinforced concrete bridge & highway approaches thereto over Belly River, Chief Mountain Highway. *Kootenay National Park B C*: H C Davies, replacement of Hawk Creek Bridge, Banff-Windermere Highway; Stange Construction Co Ltd, construction of concrete block garage at new maintenance compound. *Mount Revelstoke National Park B C*: Miller Cartage & Contracting Ltd, construction of access road. *Yoho National*



*Park B C*: The Square M Construction Ltd, construction of superstructure for steel truss bridge over Kicking Horse River,

*Yoho Valley Road. Fort Smith N W T*: Yukon Construction Co, construction of houses.

### Department of Public Works

*St John's Nfld*: Allied Construction Co Ltd, repairs & painting, HMCS Dockyard. *Rustico Harbour P E I*: R A Blyth, harbour development. *Souris P E I*: County Construction Co Ltd, breakwater repairs. *Valleyfield Nfld*: Gulf Maritime Construction Ltd, construction of wharf. *Arisaig N S*: Tidewater Construction Co Ltd, \*dredging. *Bridgewater N S*: Acadia Construction Ltd, reconstruction of town wharf. *Fourchu N S*: Campbell & McIsaac, wharf repairs. *Long Cove N S*: L G Rawding Construction Ltd, breakwater repairs. *Pictou N S*: W C Wetmore Division of Ferguson Industries, construction of boiler house & installation of heating equipment in freight shed, Pier "C". *Sydney N S*: M F MacLean, general repairs & painting, Administration Bldg, Old Naval Base. *Yarmouth N S*: Kenney Construction Co Ltd, erection of public bldg. *Edmundston N B*: Guay Construction Co, alterations & improvements, public bldg. *Fredericton N B*: J E Wilson Roofing Co Ltd, copper roof & insulation "J" Division, RCMP Headquarters Bldg. *Richibucto N B*: Diamond Construction Co Ltd, wharf repairs (public wharf). *Gatineau P Q*: Wm D'Aoust Construction Ltd, additions & alterations to public bldg. *L'Anse Millerand P Q*: Les Entreprises de l'Est Ltée, breakwater extension. *Lauzon P Q*: Geo T Davie & Sons Ltd, \*construction of scows. *Les Eboulements P Q*: Captain Maurice Desgagne, extension & repairs to breakwater. *Montreal P Q*: Lagendyk & Co Ltd, interior painting, custom examining warehouse, 400 Youville & 105 McGill Sts. *Mount Royal P Q*: Leeds Construction Ltd, erection of postal station. *New Carlisle (Marsh Creek) P Q*: Bertrand Berthelot, harbour improvements. *Rimouski P Q*: Allmo Paving Ltd, reconstruction of paving of wharf. *Riviere du Loup P Q*: J P Porter Co Ltd, \*dredging; J O Lambert Inc, erection of public bldg. *St Denis sur Richelieu P Q*: Tracy Construction Inc, wharf reconstruction. *Belle River Ont*: Detroit River Construction Ltd, training wall extension. *Hamilton Ont*: Frid Construction Co Ltd, harbour improvements, pile clusters, Ter-

minal Wharves Nos 1 & 2. *Kingston Ont*: Thos L Grooms Construction Ltd, elevator installation, Chown Bldg. *Kingsville Ont*: R A Blyth, harbour improvements (steel sheet pile wall, boat landings & dredging). *Ottawa Ont*: Universal Electric, street lighting, Tunney's Pasture; Jean Lavoie, construction of office & residence, Central Experimental Farm; Jean Lavoie, construction of poultry laying house, Central Experimental Farm; Otis Elevator Co Ltd, modernization of two passenger elevators, Centre Block, Parliament Bldgs; Leopold Beaudoin Construction Ltd, new cornice & alterations to roof of Laurentian Bldg; A Amyot & J E Amyot, alterations for Department of Mines & Technical Surveys, Labelle Bldg. *Toronto Ont*: J A Watt Co Ltd, electrical installation & lighting of RCMP offices, 3 Sullivan St; O'Hearn & Sons, interior painting of Parcel Post Bldg, Fleet & York Sts; Evan S Martin Construction Ltd, construction of office partitions, etc, Postal Station "Q"; John D St Clair Ltd, interior painting, Postal Terminal "A". *Wheatley (Muddy Creek) Ont*: Canadian Dredge & Dock Co Ltd, wharf repairs. *Windsor Ont*: Luigi De Apollonia, alterations, painting, etc, Coral Gables Bldg. *Winnipeg Man*: Vulcan Iron & Engineering Ltd, \*construction of scows (one for dredge No 205 at Selkirk & one for dredge No 210 at Winnipegosis). *Fort-a-la-Corne Sask*: C A Jacobson, construction of nursing station. *Camrose Alta*: E M Cleve (Lloydminster) Ltd, erection of public bldg. *Bold Point B C*: L K Creelman Co Ltd, float renewal. *Coal Harbour, Jeune Landing & Quatsino B C*: Pacific Piledriving Co Ltd, wharf extension & repairs. *Maude Island B C*: McKenzie Barge & Derrick Co Ltd, repairs to dam. *Prince Rupert B C*: Northwest Construction Ltd, construction of Doctor's residence, Miller Bay Hospital. *Vancouver B C*: C J Seamer & Sons Ltd, repairs & part interior painting of federal bldg. *William Head B C*: Ove Pedersen, general repairs & exterior painting, etc, at various bldgs, Quarantine Station.

### St. Lawrence Seaway Authority

*Montreal P Q*: McNamara Construction Co Ltd, Piggott Construction Co Ltd & Peacock & McQuigge Ltd, excavation of channel & construction of dyke between stations 124:00 and 200:00, Lachine Section of St Lawrence Seaway.

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# Wages, Hours and Working Conditions

## Shift Work in Canadian Manufacturing

Fewer than one-quarter of 6,385 manufacturing establishments surveyed reported regular shift work but they employed almost two-thirds of the 800,000 workers covered. Payment of differentials common practice

Fewer than one-quarter of the manufacturing establishments included in the Survey of Working Conditions in April 1953 reported regular shift work operations. However, these establishments included most of the largest plants covered by the survey and employed almost two-thirds of the 800,000 workers in the survey. Another 7 per cent of the plants indicated having shift work on an occasional basis; these employed 9 per cent of the workers.

The survey, conducted by the Economics and Research Branch, Department of Labour, showed that the payment of shift differentials was a common practice, being reported by 86 per cent of those plants which reported shift work. However, there was considerable variation in the amount of differentials.

### Extent of Shift Work

Most workers do not like to work during other than normal daytime hours. However, in some industries, shift work is, for one reason or another, unavoidable. It is sometimes the most efficient way to utilize expensive capital equipment or machinery, especially where extra cost is involved in stopping and starting such machinery. This was illustrated during the depression years by mills which operated round the clock for fewer days per week instead of reducing the number of shifts per day. The type of process, the nature of raw materials used, seasonal influences, general market conditions, or a combination of these and other reasons make up the determining factors in the use of shift work.

There is considerable variation in the scheduling of shift work. In the so-called "continuous process" industries such as pulp and paper and primary iron and steel, a 24-hour sequence is usually followed, ordinarily three shifts of equal length. Where only two shifts are scheduled, the second shift may cover late afternoon and evening, following immediately after the day shift; alternatively, it may not begin until later in the evening, with night hours

corresponding to those worked during the day (8 a.m. to 5 p.m. and 8 p.m. to 5 a.m. is a common practice).

The incidence of shift work varies considerably among the manufacturing industries. The proportion of establishments reporting regular shift work ranged from less than 4 per cent in the tobacco products group (employing a similar proportion of plant employees) to 75 per cent of the establishments in the rubber industry with 92 per cent of the total employees. Other groups with a high incidence of shift work are: paper products, textiles, non-metallic minerals, chemical products, and iron and steel.

Only in one group was there a high incidence of occasional shift work: electrical apparatus and supplies, with 19 per cent of the establishments, employing 20 per cent of the workers, reporting this practice.

Details by 17 subdivisions of the manufacturing group are given in the accompanying table.

### Types of Shift Differential

Premium pay in compensation for the inconvenience of working undesirable hours is prevalent in manufacturing. Of almost 2,000 establishments which reported shift work, 86 per cent reported payment of differentials.

In a large majority of cases payment of differentials was on a cents-per-hour basis. However, percentage and time differentials applied in a small number of cases and a few establishments reported a flat amount per shift.

Percentage differentials are tied to the wage rate of the individual worker. This means the higher the wage rate the greater the differential; thus existing occupational percentage differentials in wage rates are retained in premium pay for night work. This is not so in cents-per-hour differentials. This type of shift or night premium tends to narrow the percentage differentials existing between occupational

# EXTENT OF SHIFT WORK IN MANUFACTURING, APRIL 1, 1953

Industrial Groups	Survey Coverage		Proportion Reporting Shift Work (Percentages of total coverage)			
			Regular Shift Work		Occasional Shift Work	
	Establish- ments	Plant Employees	Establish- ments %	Plant Employees %	Establish- ments %	Plant Employees %
	No.	No.				Total
Food and Beverages.....	1,002	82,308	22.4	51.3	5.3	27.7
Tobacco and Tobacco Products.....	29	7,995	3.1	3.5	6.9	7.1
Rubber Products.....	32	16,210	75.0	92.0	6.3	7.2
Leather Products.....	271	20,612	3.0	11.2	1.5	10.3
Textiles (except clothing).....	333	57,042	44.1	81.6	6.6	81.3
Clothing (Textile and Fur).....	753	61,461	8.2	19.5	2.1	2.4
Wood Products.....	712	56,053	12.5	37.3	5.2	5.6
Paper Products.....	279	59,838	56.3	88.5	8.2	8.5
Printing, Publishing and Allied Industries.....	477	26,608	26.8	56.7	9.0	17.7
Iron and Steel Products.....	780	130,662	31.7	72.7	12.1	61.5
Transportation Equipment.....	599	128,092	20.9	71.1	5.3	35.8
Non-ferrous Metal Products.....	171	36,507	26.9	79.5	14.0	43.8
Electrical Apparatus and Supplies.....	218	48,977	37.2	65.5	18.9	36.2
Non-metallic Minerals.....	63	9,515	33.5	78.1	5.5	40.9
Products of Petroleum and Coal.....	268	29,330	32.2	70.0	7.9	2.8
Chemical Products.....	193	12,749	11.4	32.8	6.4	42.7
Miscellaneous Manufacturing.....					5.7	9.9
<b>Manufacturing (Total).....</b>	<b>6,385</b>	<b>802,377</b>	<b>24.2</b>	<b>62.6</b>	<b>6.9</b>	<b>31.1</b>
						<b>71.1</b>



categories; for example, if a 5-cent-per-hour differential applies equally to a \$1-per-hour wage rate and a \$2 rate, it is actually 5 per cent of the worker's rate in the first case but only 2½ per cent in the second.

The least commonly reported type of differential is the time differential. This, in most cases, takes the form of a full shift's pay for less than a full shift's work. If the regular shift is eight hours, an employee, under this system, might for example be required to work only 7½ hours but be paid for the full eight hours.

The survey question on shifts sought to differentiate between the establishments where the operation was three shifts, establishments operating on two shifts and establishments where differentials are paid on the basis of "work performed during specified hours".

The following is a breakdown of plants and workers according to the manner in which differentials were reported to be paid:

	Estab- lishments	Total Non- Office Em- ployees
Survey Coverage.....	385	802,377
Percentage reporting shift work..... (Regular or occasional)	31	71
Percentage reporting differentials..	27	67
(1) For three-shift operation.....	11	38
(2) For two-shift operation.....	12	19
(3) For work performed between specified hours.....	4	10

The size of shift differential generally varies according to whether the worker is on an afternoon or an evening shift; but this is not always so. Among plants reporting two-shift operations there was no significant

variation in the size of differential paid by firms that worked their second shift in the afternoon and those that worked it at night. Graded differentials between second and third shift were common in plants which operated three shifts. However, it was found that where a fairly substantial differential was paid for work on the second shift, there was likely to be no increase for work on the third.

Where percentage differentials are paid, these are usually either 10 or 15 per cent. Percentage differentials are common in the printing industry.

**Three-shift Operations**—Some 650 manufacturing establishments employing a total of 288,000 workers reported payment of differentials for the second shift of a three-shift operation. More than one-third of these, employing 29 per cent of the workers, indicated payment of 5 cents per hour. Next in prominence was 3 cents per hour, with 18 per cent of the plants (20 per cent of the workers) reporting this amount.

For the third shift of a three-shift operation, 5 cents per hour was, again, the most commonly reported differential. Of more than 700 establishments (with 306,000 employees) reporting differentials for the third shift, 32 per cent gave premium pay of 5 cents per hour. Seven cents per hour or higher was also commonly reported for this shift.

A percentage distribution of plants and workers according to the differential paid in establishments reporting premium payments for second and third shifts is shown in the table at the bottom of this page.

The practice of paying graduated differentials was commonly reported where a three-shift operation was in effect. An analysis of 524 establishments which reported a differential of 2 to 10 cents per

Differentials	Three Shift Operations			
	Second (or afternoon Shift)		Third (or Night Shift)	
	Est. %	Empl. %	Est. %	Empl. %
Reporting Cents per Hour Differentials.....	90	93	87	88
3 cents or less.....	23	26	5	6
4 cents.....	6	7	1	1
5 cents.....	34	29	32	27
6-9 cents.....	22	24	32	38
10 cents.....	3	6	10	11
More than 10 cents.....	2	1	6	5
Reporting Percentage Differentials.....	8	6	11	10
Reporting Other.....	2	1	2	2
Total number reporting differentials.....	651*	288,054	704*	306,514

\* The difference between the totals for second and third shifts is explained by the fact that some establishments reported a differential for the third shift only.

hour on the second shift shows that when the second shift differential is less than 5 cents, a higher amount is usually paid on the third shift. However, if the second shift differential is 5 cents or higher, the tendency is for the same differential to be paid on the third. The following table gives a distribution of the 524 establishments according to the cents per hour differentials reported on both second and third shifts:

Second Shift Differential	Third Shift Differential (Cents per Hour)										Total
	.02	.03	.04	.05	.06	.07	.08	.09	.10		
	Number of Establishments										
Cents per Hour—											
.02	2	27	2	1						32	
.03		6		95	7	2	1		7	118	
.04			8		14	3	10	2		37	
.05				107		63	9		32	211	
.06					34	1	12	3	1	51	
.07						28	4	11	6	49	
.08							1		2	3	
.09								8		8	
.10									15	15	
Total	2	33	10	203	55	97	37	24	63	524	

**Two-shift Operations**—The second shift of a two-shift operation may be scheduled for afternoons (often from 4 p.m. to 12 midnight) or may be straight night shift beginning during the after supper hours and ending early the following morning. Of the 298 establishments reporting premium payment for afternoon shift of a two-shift operation, about one-third reported a 5-cent-per-hour differential; these establishments employed about 17,000 workers. Almost 500 establishments reported differential pay for second shift when it is worked entirely at night, and again 5 cents per hour was the most common amount. However, about 8 per cent of the 498 establishments reported a 7-cent-per-hour premium and 13 per cent reported 10 cents per hour extra. A distribution of plants and employees by size of differential reported for two-shift operations follows:

the midnight to 8 a.m. shift would earn premium pay for the hours between midnight and 7 a.m.

Of the 237 establishments (77,000 employees) which reported this method of differential payment the largest proportion (28 per cent) reported 5 cents per hour; these establishments employed only 17 per cent of the workers. However, almost 19 per cent of the 237 establishments employing 36 per cent of the workers reported a 7-cent differential. Ten cents was reported by 26 establishments (14 per cent of the workers in plants reporting general night differentials). Another 15 per cent of the establishments reported percentage differentials, 10 per cent being the most common figure.

Reporting Cents per Hour Differentials	Two-Shift Operations			
	When second shift is in afternoon		When second shift is at night	
	Est. %	Empl. %	Est. %	Empl. %
Reporting Cents per Hour Differentials	77	84	72	75
3 cents or less	2	1	1	1
4 cents	3	2	1	1
5 cents	35	26	33	35
6-9 cents	20	26	19	24
10 cents	14	12	13	9
More than 10 cents	3	17	5	5
Reporting Percentage Differential	17	12	24	23
Reporting Other	6	4	4	2
Total number reporting differentials	298	63,494	498	96,071

# Rise in Wage Rate Index, 1952-53

General average rose 4·6 per cent, from 127·7 to 133·6, between Oct. 1, 1952, and Oct. 1, 1953. Increase previous year was 7·2 per cent

The general average index of wage rates rose from 127·7 to 133·6 (1949=100) in the year between October 1, 1952, and October 1, 1953. This increase of 4·6 per cent is not as great a percentage gain as the 7·2-per-cent increase that occurred between 1951 and 1952.

The table on this and the following page, in addition to the general average index, lists the index numbers of wage rates for the eight main industrial divisions and important subdivisions from 1949 to 1953.

The series of index numbers of wage rates has been revised this year, as follows:

the base year has been changed from 1939 to 1949; the coverage of industries has been extended; the classification of industries has been modified to bring it closer to the Standard Industrial Classification used by the Dominion Bureau of Statistics; the method of calculating the index numbers has undergone some revision.

More complete details of the revision will be given in the introduction to the annual report, *Wage Rates and Hours of Labour in Canada, 1953*.

## INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY, 1949-1953

(Rates in 1949=100)

Industry	1949	1950	1951	1952	1953
<b>Logging</b>	100-0	97-0	109-6	133-3	135-5
Eastern Canada.....	100-0	94-0	105-3	133-5	135-2
British Columbia, Coastal.....	100-0	110-0	127-8	132-7	136-9
<b>Mining</b>	100-0	105-6	118-3	128-2	129-7
Metal Mining.....	100-0	106-8	121-6	130-1	132-3
Gold mining.....	100-0	106-4	116-8	120-4	120-7
Other metal mining.....	100-0	107-0	124-5	136-1	139-4
Coal Mining.....	100-0	102-8	111-1	124-0	124-0
<b>Manufacturing</b>	100-0	106-1	120-3	128-4	134-6
Foods and Beverages.....	100-0	104-6	117-5	125-1	131-2
Slaughtering and meat packing.....	100-0	106-1	125-4	129-6	136-3
Dairy products.....	100-0	104-3	115-8	122-1	127-9
Canned and cured fish.....	100-0	101-0	112-1	120-6	118-3
Canned and preserved fruits and vegetables.....	100-0	101-3	113-6	118-5	121-4
Flour mills.....	100-0	105-8	123-3	132-3	143-4
Biscuits and crackers.....	100-0	106-4	120-4	128-9	135-9
Bread and other bakery products.....	100-0	105-7	115-5	125-2	130-6
Malt liquors.....	100-0	105-2	117-7	131-9	148-1
Confectionery.....	100-0	107-3	117-4	126-3	137-2
Tobacco and Tobacco Products.....	100-0	109-6	135-1	141-0	152-0
Rubber Products.....	100-0	105-4	124-3	127-4	134-9
Leather Products.....	100-0	103-7	115-3	123-2	129-9
Boots and shoes, except rubber.....	100-0	103-3	114-9	123-7	129-9
Leather tanneries.....	100-0	105-2	116-9	121-3	129-9
Textile Products (except Clothing).....	100-0	106-7	117-6	125-0	128-1
Cotton yarn and broad woven goods.....	100-0	106-1	117-1	127-5	128-7
Woolen and worsted woven goods and yarn.....	100-0	106-7	120-8	126-2	131-6
Rayon, nylon, and silk textiles.....	100-0	107-7	115-7	120-1	124-3
Clothing (Textile and Fur).....	100-0	103-5	112-8	119-6	124-9
Men's clothing.....	100-0	105-3	117-6	124-7	130-3
Men's and boy's suits and overcoats.....	100-0	104-0	116-9	124-9	130-0
Shirts.....	100-0	101-5	118-6	121-4	133-0
Work clothing.....	100-0	111-2	118-7	126-8	129-0
Women's clothing.....	100-0	99-2	103-2	112-0	113-4
Women's and misses' coats and suits.....	100-0	98-4	101-0	110-8	110-9
Women's and misses' dresses.....	100-0	99-7	104-5	112-7	115-0
Hosiery and knitted goods.....	100-0	106-0	118-9	124-0	132-6
Fur goods.....	100-0	103-4	107-4	111-4	118-1
Wood Products.....	100-0	107-1	120-5	128-4	131-4
Sash and door and planing mills.....	100-0	106-0	119-8	127-0	131-7
Sawmills.....	100-0	108-4	123-4	132-3	133-4
Wooden furniture.....	100-0	104-7	113-7	119-7	126-0



# INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY, 1949-1953

(Rates in 1949=100)

Industry	1949	1950	1951	1952	1953
Paper Products.....	100.0	105.6	126.3	129.9	138.4
Paper boxes and containers.....	100.0	102.3	116.6	126.2	131.0
Pulp and paper.....	100.0	106.2	128.1	130.6	139.8
Pulp.....	100.0	105.3	126.8	129.2	138.9
Newsprint.....	100.0	105.3	126.5	128.8	138.5
Paper other than newsprint.....	100.0	107.4	127.6	127.6	136.2
Printing, Publishing, and Allied Industries.....	100.0	108.1	117.2	130.0	137.3
Job printing.....	100.0	107.6	116.1	128.4	134.3
Daily newspapers.....	100.0	109.0	119.2	132.7	142.4
Iron and Steel Products.....	100.0	107.3	124.8	133.7	139.9
Agricultural implements.....	100.0	110.8	133.9	137.3	138.9
Heating and cooking apparatus.....	100.0	107.7	122.3	132.0	139.4
Household, office, store, and industrial machinery.....	100.0	106.3	122.6	130.1	137.8
Iron castings.....	100.0	107.9	120.2	133.0	139.2
Machine shop products.....	100.0	108.6	119.6	132.4	143.5
Primary iron and steel.....	100.0	106.0	123.7	131.6	137.3
Sheet metal products.....	100.0	106.7	131.0	142.2	147.5
Transportation Equipment.....	100.0	104.9	118.6	128.3	134.5
Aircraft and parts.....	100.0	105.8	119.1	133.9	141.8
Auto repair and garages.....	100.0	106.3	118.4	130.8	137.4
Motor vehicles.....	100.0	105.2	116.0	125.7	129.8
Motor vehicle parts and accessories.....	100.0	106.1	127.8	136.1	140.5
Railroad and rolling stock equipment.....	100.0	102.3	116.2	120.5	128.4
Shipbuilding and repairing.....	100.0	102.8	122.1	130.7	136.2
Brass and Copper Products.....	100.0	109.9	123.6	132.2	142.9
Electrical Apparatus and Supplies.....	100.0	106.1	122.1	130.1	134.6
Heavy electrical machinery and equipment.....	100.0	106.9	122.9	132.6	135.6
Radios and radio parts.....	100.0	106.3	119.2	123.5	134.1
Refrigerators, vacuum cleaners, and miscellaneous electrical products.....	100.0	105.9	122.6	131.0	134.5
Clay Products.....	100.0	105.7	121.4	126.1	138.6
Petroleum Refining and Products.....	100.0	107.2	124.9	137.6	143.4
Chemical Products.....	100.0	107.9	121.5	133.1	139.6
Acids, alkalis, and salts.....	100.0	107.2	123.8	136.1	142.8
Medicinal and pharmaceutical preparations.....	100.0	109.7	119.0	127.7	135.5
Paints and varnishes.....	100.0	106.2	122.7	137.1	141.9
Durable Goods <sup>1</sup> .....	100.0	106.6	121.7	130.2	136.3
Non-Durable Goods.....	100.0	105.6	118.8	126.5	132.8
<b>Construction (Buildings and Structures only)</b> .....	100.0	104.8	118.6	128.6	136.2
<b>Transportation, Storage, and Communication</b> .....	100.0	105.5	119.8	133.2	136.9
Transportation.....	100.0	105.7	120.6	134.0	136.9
Steam railways.....	100.0	105.1	121.9	136.8	137.2
Urban and suburban transportation systems.....	100.0	107.3	119.2	129.9	135.0
Truck transportation.....	100.0	105.6	117.3	128.7	136.7
Water transportation.....	100.0	108.9	120.4	130.8	136.4
Storage (Terminal grain elevators only).....	100.0	104.1	116.9	131.6	137.0
Communication (Telephone only).....	100.0	104.8	115.7	128.4	136.6
<b>Electric Light and Power</b> .....	100.0	107.1	119.4	132.8	145.5
<b>Trade</b> .....	100.0	106.9	121.5	125.6	132.2
Wholesale Trade.....	100.0	107.4	121.6	128.2	135.8
Retail Trade.....	100.0	106.7	121.4	124.6	130.8
<b>Personal Service</b> .....	100.0	102.9	110.6	117.6	123.3
Laundries.....	100.0	104.0	111.0	119.7	125.8
Restaurants.....	100.0	102.7	110.5	117.2	122.9
<b>General Average</b> .....	100.0	105.5	119.1	127.7	133.6

<sup>1</sup> Includes Wood Products; Iron and Steel Products; Transportation Equipment; Brass and Copper Products; Electrical Apparatus and Supplies; Clay Products. Non-Durable Goods includes the remaining manufacturing industries.

# Prices and the Cost of Living\*

## Consumer Price Index, November 1, 1954

The consumer price index remained unchanged for the second consecutive month during October. At November 1 it stood at 116·8, the same as at September 1 and October 1.

During the month, foods decreased to 113·4 from 113·8 as lower prices for most meats, coffee, eggs and citrus fruits proved more important than increases in tea and fresh and canned vegetables. Further scattered decreases in all components of the clothing series lowered this index to 108·2 from 108·4, while household operation moved to 117·2 from 117·3, reflecting slight decreases in fuel, furniture and electrical appliances. Floor coverings and utensils and equipment were somewhat higher in this group.

The shelter component advanced 0·4 per cent to 127·9 from 127·4 following further advances in both rent and home-ownership components. Higher theatre admission fees, coupled with increases in some personal care services, were largely responsible for a change in the index for other commodities and services to 118·2 from 117·9. Automobile operation was slightly lower as gasoline prices eased at a number of centres.

The index one year earlier (November 2, 1953) was 116·2. Group indexes on that date were: food 113·4; shelter 125·0, clothing 110·3, household operation 117·4 and other commodities and services 116·3.

## City Consumer Price Indexes, October 1, 1954

Five of the ten consumer price indexes for regional cities advanced between September 1 and October 1; the other five declined. Food indexes were lower in seven cities and higher in three.

Shelter indexes registered further increases as rents advanced in nine of the ten centres. With the exception of Saint John and Regina, where clothing prices are collected only quarterly, all cities recorded lower clothing indexes. Substantial declines in fur coats combined with decreases for women's and girls' cloth coats, women's suits, men's suits, slacks and work shirts were mainly responsible. Household operation series were unchanged in six cities, higher in three and lower in one as scattered changes were reported in most centres. The most significant change in this group was an advance in telephone rates in Ottawa.

Increases in health services and drugs, and higher local transit fares in Vancouver, were predominant among changes in the other commodities and services series. Indexes for this group were higher in eight cities and unchanged in two.

Regional consumer price index point changes between September 1 and October 1 were as follows: Vancouver +0·5 to 118·6; Montreal +0·4 to 117·0; Ottawa +0·4 to 117·3; Toronto +0·1 to 118·9; Saskatoon-Regina +0·1 to 115·2; St. John's -0·4 to 103·0†; Halifax -0·2 to 114·6; Winnipeg -0·2 to 115·5; Saint John -0·1 to 117·6; Edmonton-Calgary -0·1 to 115·6.

## Wholesale Prices, October 1954

A decrease in the animal products section was mainly responsible for the drop in Canada's general wholesale price index to 214·3 in October from 215·3 in the preceding month. This was the lowest level reached by the index since July 1950 and compares with last year's October figure of 220·4.

The animal products sub-group index declined to 221·9 from 228·9 in September. Losses in hog and pork product prices contributed substantially to lower indexes for livestock and fresh and cured meats. Hog prices, which have moved steadily lower over the past five months, were about 30 per cent below those of October 1953.

In the textiles group, decreases in worsted and woollen cloth, domestic and imported raw wool, raw cotton, cotton knit goods, woollen hosiery and cotton yarns were partially offset by an advance in cotton fabrics, to net a decline of 0·3 per cent to 229·3 from 230·1.

Price declines in crude oil and petroleum products in western Canada were responsible for easing the non-metallics index 0·1 per cent to 175·7 from 175·9.

The vegetable products group advanced 0·2 per cent to 194·6 from 194·2.

Non-ferrous metals as a group rose 0·2 per cent to 168·5 from 168·1. In the chemicals group, moderate gains in tartaric acid and paint materials combined to raise the index 0·2 per cent to 177·1 from 176·7.

Iron and steel products edged up to 212·3 from 212·2. Slightly higher mid-month values for the United States dollar were reflected in prices for newsprint, cedar

\* See Tables F-1 to F-6 at back of book.

†On base 1951=100.

shingles and sulphite woodpulp, which moved the wood products index to 289.1 from 289.0.

**Canadian farm product prices** at terminal markets moved down 1.5 per cent to an index level of 201.1 from 204.1 in September. Animal products registered a loss of 2 per cent to 240.5 from 245.5, reflecting lower prices for hogs, lambs, western steers and calves, eastern eggs, eastern cheese milk and western raw wool. Small increases occurred in fresh milk at Halifax, Saskatoon and Regina, and in poultry and western eggs. In the field products component, advances in eastern grains and western hay were outweighed by decreases in potatoes, western flax and rye, and eastern hay, to move the index down 0.5 per cent to 161.8 from 162.6.

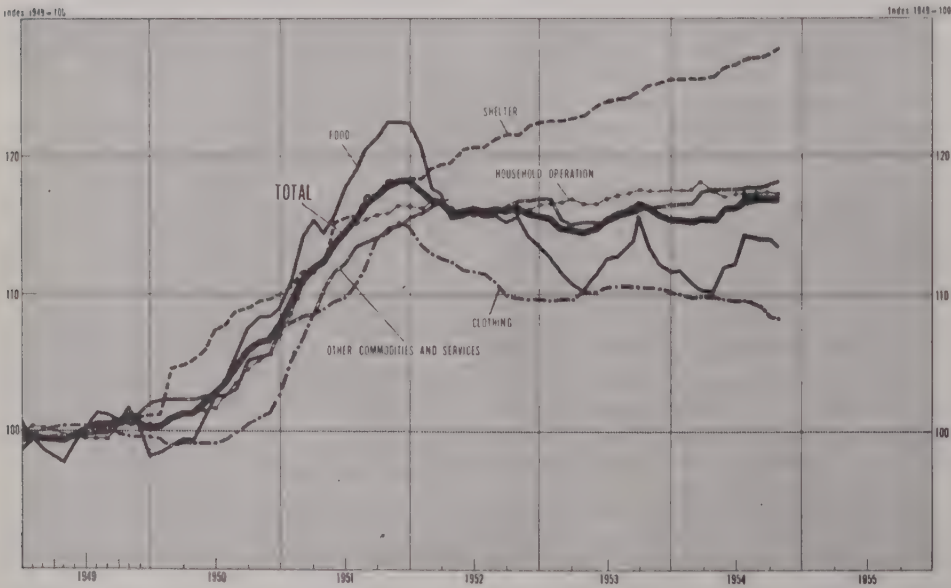
**Building Material Prices**—The residential building materials price index showed no net change during October at 122.2 but there was a small decline from last year's 122.9. The non-residential building materials price index was 120.5, narrowly above September's 120.4 but down 2.7 per cent from last year's 123.8.

**U.S. Consumer Price Index, October 1954**

Between mid-September and mid-October, the United States consumer price index declined 0.2 per cent to 114.5 (1947-49=100), the lowest it has been since June 1953. A month earlier, in mid-September, it was 114.7.

The October level was 0.8 per cent lower than the highest peak reached by the index, in October 1953.

**CONSUMER PRICE INDEX FROM JANUARY 1949**



Comparisons of "real" wages in different countries have no real basis in existing labour statistics, the International Labour Office says. In a report prepared for a conference, the ILO said even the most advanced countries did not have data adequate to that purpose.

The concept of a real wage is an attempt to measure what money wages amount to in terms of quantities of goods and services. Obviously, when individuals do not consume similar goods nor use similar services, the concept itself becomes somewhat blurred, the ILO pointed out.



# Strikes and Lockouts

## Canada, October 1954\*

During October more workers were involved in industrial disputes resulting in work stoppages and the time loss was greater than in any month since July 1952. Three-quarters of the time lost in October was caused by three stoppages involving: motor vehicle factory workers at Windsor and Oakville, Ont.; plumbers and steam-fitters at Montreal, Que.; and farm implement factory workers at Toronto, Ont.

Preliminary figures for October 1954 show 29 strikes and lockouts in existence, involving 26,262 workers, with a time loss of 309,986 man-days, compared with 21 strikes and lockouts in September 1954, with 9,815 workers involved and a loss of 127,582 days. In October 1953 there were 45 strikes and lockouts, 16,312 workers involved and a loss of 267,623 days.

For the first 10 months of 1954 preliminary figures show a total of 151 strikes and lockouts, involving 57,412 workers, with a time loss of 904,859 days. In the same period in 1953 there were 158 strikes and lockouts, 48,434 workers involved and a loss of 772,807 days.

Based on the number of non-agricultural wage and salary workers in Canada the time lost in October 1954 was 0.37 per cent of the estimated working time; September 1954, 0.15 per cent; October

1953, 0.32 per cent; the first 10 months of 1954, 0.11 per cent; and the first 10 months of 1953, 0.09 per cent.

The question of increased wages and related causes was a factor in 20 of the 29 stoppages in existence during October. Of the other disputes, three arose over union questions, two over reduced hours, two over dismissals and suspensions, one over reduced wages, and one over causes affecting working conditions.

Of the 29 stoppages in existence during October, three were settled in favour of the workers and four in favour of the employers; nine were compromise settlements and one was indefinite in result, work being resumed pending final settlement. At the end of the month 12 stoppages were recorded as unterminated.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; waitresses at Timmins, Ont., on May 23, 1952; garage workers at Saint John, N.B., on February 9, 1953; and women's clothing factory workers at Montreal, Que., on February 23, 1954.)

## Great Britain and Other Countries

(The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* each month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in August 1954 was 145 and 6 were still in progress from the previous month, making a total of 151 during the month. In all stoppages of work in progress 24,400 workers were involved and a time loss of 82,000 days caused.

Of the 145 disputes leading to stoppages of work which began in August, five, directly involving 400 workers, arose over demands for advances in wages, and 60,

directly involving 5,900 workers, over other wage questions; two, directly involving 100 workers, over questions as to working hours; 12, directly involving 1,400 workers, over questions respecting the employment of particular classes or persons; 60, directly involving 11,700 workers, over other questions respecting working arrangements; and six, directly involving 1,000 workers, over questions of trade union principles.

### United States

Preliminary figures for September 1954 show 350 work stoppages resulting from labour-management disputes beginning in the month, in which 130,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,400,000 man-days. Corresponding figures for August 1954 were 350 stoppages involving 140,000 workers and a loss of 3,600,000 days.

\*See Tables G-1 and G-2 at back of book.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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100. **U.S. Congress. House. Committee on Un-American Activities.** *Subversive Activities Control Act Amendments of 1954; Report, and Minority Views*. Washington, G.P.O., 1954. 2 Parts.

## Labour Conditions in Government Contracts

(Continued from page 1760)

### Department of Transport

*Gander Nfld*: Bryant Electric Co Ltd, construction of power distribution system. *Summerside P E I*: L G Rawding Construction Ltd, additional airport development. *Copper Lake N S*: Annapolis Valley Construction Ltd, construction of dwelling. *Carrousel Island P Q*: Continental Construction Reg'd, construction of lighthouse tower. *Dorval P Q*: H J O'Connell Ltd, construction of road at omni range station; J R Robillard, construction of omni range station. *Lac des Loups P Q*: H J O'Connell Ltd, field drainage & improvements. *Saguenay P Q*: Roch Construction Ltd, relocating Canadian Pacific Airlines bldgs; Jean Joseph Riverin Ltee, additional airport development. *Val d'Or P Q*: La

Societe d'Entreprises Generales Ltee, additional airport development. *Kenora Ont*: J E Bond Ltd, additional airport development. *Malton Ont*: F D Howie Construction Ltd, construction of omni range station. *North Bay Ont*: Standard Paving Ltd, additional airport development. *Port Weller Ont*: R E Law Crushed Stone Ltd, repairs of roadways, Welland Canals. *Windsor Ont*: Quinney Construction Co Ltd, construction of omni range station. *Lynn Lake Man*: C A Pitts General Contractor Ltd, clearing site, construction of road & powerline. *Oakville Man*: Bird Construction Co Ltd, construction of radio beacon station. *Victoria B C*: Burrard Dry Dock Co Ltd, \*construction of lighthouse supply & buoy vessel.



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## A—Labour Force

### TABLE A-1.—ESTIMATED DISTRIBUTION OF CANADIAN MANPOWER

(Thousands of persons 14 years of age and over)

SOURCE: D.B.S. Labour Force Survey

	Week Ended Sept. 18, 1954			Week Ended August 21, 1954		
	Total	Males	Females	Total	Males	Females
Total civilian non-institutional population.....	10,290	5,118	5,172	10,272	5,110	5,162
A. Civilian labour force.....	5,483	4,234	1,249	5,569	4,339	1,230
Persons at work.....	5,164	3,972	1,192	5,066	3,970	1,096
35 hours or more.....	4,820	3,782	1,038	4,748	3,795	953
Less than 35 hours.....	344	190	154	318	175	143
Usually work 35 hours or more.....	152	128	24	143	116	27
(a) laid off for part of the week.....	•	•	•	•	•	•
(b) on short time.....	27	19	•	35	26	•
(c) lost job during the week.....	•	•	•	•	•	•
(d) found job during the week.....	•	•	•	•	•	•
(e) bad weather.....	63	61	•	29	28	•
(f) illness.....	21	16	•	18	14	•
(g) industrial dispute.....	•	•	•	•	•	•
(h) vacation.....	13	10	•	33	26	•
(i) other.....	13	11	•	14	11	•
Usually work less than 35 hours.....	192	62	130	175	59	116
Persons with jobs not at work.....	152	120	32	329	223	106
Usually work 35 hours or more.....	149	119	30	320	220	100
(a) laid off for full week.....	11	•	•	14	10	•
(b) bad weather.....	13	13	•	•	•	•
(c) illness.....	43	36	•	42	35	•
(d) industrial dispute.....	•	•	•	•	•	•
(e) vacation.....	70	51	19	250	162	88
(f) other.....	•	•	2	•	•	•
Usually work less than 35 hours.....	•	•	•	•	•	•
Persons without job and seeking work <sup>(1)</sup> .....	167	142	25	174	146	28
B. Persons not in the labour force.....	4,807	884	3,923	4,703	771	3,932
(a) permanently unable or too old to work.....	148	95	53	167	110	57
(b) keeping house.....	3,420	•	3,418	3,505	•	3,503
(c) going to school.....	637	335	302	•	•	•
(d) retired or voluntarily idle.....	588	445	143	977	633	344
(e) other.....	14	•	•	49	24	25

<sup>(1)</sup> Included here are only those who did not work during the entire survey week and were reported looking for work. For all those who were reported as seeking work during the survey week, see Table A-2.

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0.6 per cent for Canada as a whole in all characteristics.

\* Less than 10,000.

### TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended September 18, 1954			Week Ended August 21, 1954		
	Total	Seeking Full-Time Work	Seeking Part Time Work	Total	Seeking Full-Time Work	Seeking Part Time Work
Total looking for work.....	180	171	•	191	178	13
Without jobs.....	167	159	•	174	163	11
Under 1 month.....	63	•	•	60	•	•
1—3 months.....	90	•	•	61	•	•
4—6 months.....	23	•	•	26	•	•
7—12 months.....	16	•	•	21	•	•
13—18 months.....	•	•	•	•	•	•
19—and over.....	•	•	•	•	•	•
Worked.....	13	12	•	17	15	•
1—14 hours.....	•	•	•	•	•	•
15—34 hours.....	•	•	•	13	11	•

NOTE: Includes estimates for certain remote areas, formerly excluded, amounting to 0.6 per cent for Canada as a whole in all characteristics.

\* Less than 10,000.

**TABLE A-3.—REGIONAL DISTRIBUTION, WEEK ENDED SEPTEMBER 18, 1954**

(Estimates in thousands)

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>	( <sup>1</sup> )				( <sup>1</sup> )		
Both Sexes.....	5,483	108	414	1,571	1,989	958	443
Agricultural.....	932	•	55	216	278	352	29
Non-Agricultural.....	4,551	108	359	1,355	1,711	606	414
Males.....	4,234	90	327	1,204	1,497	777	339
Agricultural.....	876	•	53	207	251	339	24
Non-Agricultural.....	3,358	88	274	997	1,246	438	315
Females.....	1,249	18	87	367	492	181	104
Agricultural.....	56	•	•	•	27	13	•
Non-Agricultural.....	1,193	18	85	368	465	168	99
All Ages.....	5,483	108	414	1,571	1,989	958	443
14-19 years.....	547	15	48	199	169	87	29
20-24 years.....	723	16	54	235	245	126	47
25-44 years.....	2,530	48	181	725	920	444	212
45-64 years.....	1,464	•	112	368	564	260	135
65 years and over.....	219	•	19	44	91	41	20
<i>Persons with Jobs</i>							
All status groups.....	5,316	105	401	1,507	1,928	945	430
Males.....	4,092	88	316	1,150	1,443	767	328
Females.....	1,224	17	85	357	485	178	102
Agricultural.....	927	•	55	214	276	351	29
Non-Agricultural.....	4,389	103	346	1,293	1,652	594	401
Paid Workers.....	4,016	85	308	1,168	1,552	546	357
Males.....	2,914	70	232	845	1,110	390	267
Females.....	1,102	15	76	323	442	156	90
<i>Persons Without Jobs And Seeking Work</i>							
Both Sexes.....	167	•	13	64	61	13	13
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,807	135	443	1,314	1,585	888	442
Males.....	884	35	92	214	270	171	102
Females.....	3,923	100	351	1,100	1,315	717	340

(<sup>1</sup>) Includes estimates for certain remote areas in Ontario, formerly excluded, amounting to 0.6 per cent for Canada as a whole and 1.8 per cent for Ontario in all characteristics.

• Less than 10,000.

**TABLE A-4.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217	39,044
1950—Total.....	2,198	13,575	39,041	12,795	6,123	73,912	30,700
1951—Total.....	3,928	46,033	104,842	25,165	14,423	194,391	95,818
1952—Total.....	4,531	35,318	86,059	23,560	15,030	164,498	66,083
1953—Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1953—January—September.....	3,186	24,979	64,850	21,944	10,139	125,098	52,410
1954—January—September.....	3,146	22,992	68,043	22,953	9,719	128,853	56,739



**TABLE A-5.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

Source: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing, Mechanical and Construction	Labourers	Others	Total Workers
1951—Total.....	4,001	5,317				25,890				5,402	114,786
1952—Total.....	7,054	6,900				16,971				1,526	85,020
1953—Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,390	966	91,133
1953—January—September.....	7,624	4,660	1,384	2,391	9,418	15,370	671	19,419	6,870	757	68,564
1954—January—September.....	8,053	5,496	1,667	2,231	9,407	9,830	672	23,088	11,337	504	72,285

Due to changes in occupational classifications, comparisons with earlier periods cannot be made for all groups. Where possible, comparisons are indicated in the above table.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities Transportation, Communication, Storage Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1943—Average.....	32	168	21	86	78	14	299
1944—Average.....	33	171	17	95	83	13	312
1945—Average.....	35	156	19	100	90	13	313
1946—Average.....	41	147	25	114	102	14	344
1947—Average.....	42	177	34	134	114	17	518
1948—Average.....	49	203	41	154	131	19	597
*1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	302	62	230	199	32	901
1953—Average.....	73	330	70	250	215	34	972
1952—March.....	75	293	48	217	193	31	857
April.....	64	293	53	222	191	31	857
May.....	70	295	59	227	198	31	880
June.....	72	295	61	231	202	31	892
July.....	72	297	70	244	198	32	906
August.....	78	308	75	244	198	32	925
September.....	80	315	74	246	203	33	944
October.....	83	317	78	248	205	34	955
November.....	84	321	75	242	206	33	961
December.....	78	325	62	244	205	34	948
1953—January.....	72	321	58	246*	203	34	934
February.....	70	326	55	244	205	33	923
March.....	62	328	57	244	210	33	924
April.....	60	328	63	251*	210	34	946
May.....	69	331	72	246	214	34	966
June.....	75	333	72	251	216	34	981
July.....	77	330	76	253	212	35	983
August.....	80	334	81	253	212	34	994
September.....	80	337	82	256	224	35	1,014
October.....	78	333	83	257	226	35	1,012
November.....	77	328	76	256	224	35	996
December.....	71	333	69	255	225	35	988
1954—January.....	65	322	56	245	223	34	945
February.....	66	325	54	247	225	33	950
March.....	62	323	54	245	226	33	943
April.....	59	322	59	251	229	34	954
May.....	69	320	67	253	232	34	975
June.....	74	325	70	259	237	35	1,000
July.....	80	323	77	262	233	35	1,010
August.....	83	323	76	261	235	36	1,014

† Includes Newfoundland, since 1949.

\* Includes retroactive wage payment to railway employees.

# C—Employment, Hours and Earnings

**TABLE C-1. EMPLOYMENT INDEX NUMBERS BY PROVINCES**

(Average calendar year 1939 = 100)

(The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees. At September 1, employers in the principal non agricultural industries reported a total employment of 2,538,391.

Year and Month	Canada	Newfoundland	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	95.7	.....	93.3	92.1	101.3	97.8	94.7	93.6	97.2	88.1	97.1
1948—Average.....	90.7	.....	102.6	99.6	105.2	101.2	98.9	97.2	99.5	93.7	101.3
1949—Average.....	100.0	.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1950—Average.....	101.5	.....	110.3	95.6	102.6	100.5	102.7	100.8	100.8	104.5	100.8
1951—Average.....	108.8	111.7	112.6	100.3	109.0	109.2	110.4	103.9	106.0	112.4	106.1
1952—Average.....	111.6	130.2	123.2	104.0	109.5	113.4	112.0	106.0	111.4	120.8	106.7
1953—Average.....	113.4	140.9	116.4	101.2	101.4	112.8	114.7	107.2	116.0	128.5	108.4
Sept. 1, 1952.....	115.2	149.5	133.2	109.9	110.8	116.2	114.6	109.6	117.5	130.5	112.6
Jan. 1, 1953.....	113.0	132.4	116.7	99.3	107.8	113.8	114.5	106.7	113.5	125.7	106.1
Feb. 1, 1953.....	110.3	125.3	110.8	101.0	100.6	110.6	113.1	104.0	106.2	121.6	101.0
Mar. 1, 1953.....	110.0	117.8	103.7	97.9	98.6	109.7	112.9	102.5	105.7	122.7	102.1
Apr. 1, 1953.....	110.0	122.4	104.0	96.9	96.6	108.3	113.2	102.9	105.7	121.6	104.6
May 1, 1953.....	110.9	133.6	108.3	97.4	94.8	109.1	113.4	104.8	109.2	123.6	106.5
June 1, 1953.....	112.4	144.1	118.8	100.7	99.6	111.8	113.7	106.7	115.1	127.7	108.1
July 1, 1953.....	114.9	154.7	119.6	103.9	100.4	113.7	115.7	109.3	119.7	131.3	111.6
Aug. 1, 1953.....	115.6	156.6	124.6	104.2	105.4	114.0	115.4	110.5	123.3	135.2	114.2
Sept. 1, 1953.....	116.6	156.0	124.7	104.0	107.1	115.6	116.5	111.1	123.3	135.6	114.7
Oct. 1, 1953.....	116.9	157.4	119.8	104.7	102.2	116.2	117.1	110.5	123.9	135.0	114.6
Nov. 1, 1953.....	115.9	149.8	125.2	103.9	101.9	116.3	116.3	108.7	124.1	132.4	110.2
Dec. 1, 1953.....	114.1	141.2	121.1	100.2	102.3	114.6	114.8	108.8	122.7	130.1	107.1
Jan. 1, 1954.....	109.9	125.4	105.8	97.5	99.7	108.7	112.3	104.7	115.9	124.7	103.2
Feb. 1, 1954.....	107.0	113.4	96.0	95.4	97.6	105.7	110.8	100.9	109.5	118.3	97.5
Mar. 1, 1954.....	106.6	112.3	102.4	95.2	96.8	105.2	110.2	99.6	108.7	119.4	98.5
Apr. 1, 1954.....	105.6	113.1	93.4	93.3	91.3	103.5	109.0	99.9	107.4	118.5	101.3
May 1, 1954.....	106.2	117.9	97.4	92.8	99.2	106.5	109.0	109.4	110.0	119.0	102.2
June 1, 1954.....	109.0	122.2	111.0	96.1	95.4	107.7	110.7	103.2	116.9	124.7	106.3
July 1, 1954.....	111.7	134.9	115.1	99.2	97.8	110.6	112.2	106.2	123.0	130.9	109.2
Aug. 1, 1954.....	112.3	139.1	119.4	100.2	101.0	110.9	111.3	108.5	127.7	137.0	112.0
Sept. 1, 1954.....	112.7	138.8	121.2	100.8	100.4	111.8	111.4	109.0	126.1	135.6	113.0
Percentage Distribution of Employees of Reporting Establishments at September 1, 1954.....	100.0	1.6	0.2	3.4	2.3	28.4	41.6	5.2	2.6	5.4	9.3

NOTE.—The percentage distribution given above shows the proportions of employees in the indicated provinces, to the total number of employees reported in Canada by the firms making returns at the latest date.

**TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
Sept. 1, 1952.....	115.2	145.8	127.0	54.55	112.8	144.7	128.2	56.35
Jan. 1, 1953.....	113.0	141.6	125.3	53.81	111.4	139.1	124.9	54.92
Feb. 1, 1953.....	110.3	145.6	132.0	56.72	111.9	149.7	133.8	58.82
Mar. 1, 1953.....	110.0	147.0	133.6	57.40	112.7	151.9	134.8	59.25
Apr. 1, 1953.....	110.0	146.7	133.4	57.33	112.0	152.6	135.2	59.43
May 1, 1953.....	110.9	148.2	133.9	57.52	113.1	152.9	135.2	59.43
June 1, 1953.....	112.4	151.5	134.4	57.72	113.4	154.0	135.2	59.43
July 1, 1953.....	114.9	154.5	134.0	57.57	114.7	155.0	134.5	59.16
Aug. 1, 1953.....	115.6	155.3	133.9	57.52	114.4	153.9	134.0	58.93
Sept. 1, 1953.....	116.6	157.0	134.1	57.61	115.6	155.4	133.8	58.83
Oct. 1, 1953.....	116.9	158.7	135.3	58.11	115.2	157.1	135.8	59.69
Nov. 1, 1953.....	115.9	157.4	135.3	58.14	113.1	155.0	136.4	59.98
Dec. 1, 1953.....	114.1	154.9	135.3	58.13	110.9	152.8	137.1	60.29
Jan. 1, 1954.....	109.9	145.3	131.7	56.56	108.0	143.7	132.5	58.24
Feb. 1, 1954.....	107.0	146.2	136.1	58.47	108.3	150.0	137.8	60.60
Mar. 1, 1954.....	106.6	147.6	137.8	59.22	108.3	151.2	139.0	61.13
Apr. 1, 1954.....	105.6	145.7	137.5	59.06	107.9	150.8	139.2	61.19
May 1, 1954.....	106.2	146.8	137.7	59.15	107.3	150.3	139.4	61.30
June 1, 1954.....	109.0	148.9	136.0	58.42	107.7	149.0	137.7	60.54
July 1, 1954.....	111.7	153.9	137.3	58.98	108.8	151.7	138.7	60.99
Aug. 1, 1954.....	112.3	155.4	137.7	59.17	108.0	150.9	138.9	61.07
Sept. 1, 1954.....	112.7	155.2	137.2	58.94	108.3	150.6	138.3	60.81

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).



**TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industries	Index Numbers (1949=100)						Average Weekly Wages and Salaries, in Dollars		
	EMPLOYMENT			PAYROLLS					
	Sept. 1 1954	Aug. 1 1954	Sept. 1 1953	Sept. 1 1954	Aug. 1 1954	Sept. 1 1953	Sept. 1 1954	Aug. 1 1954	Sept. 1 1953
<b>(a) PROVINCES</b>									
Newfoundland.....	138.8	139.1	156.0	202.9	203.0	245.1	54.87	54.77	58.95
Prince Edward Island.....	121.2	119.4	124.7	156.3	156.7	165.2	43.48	44.27	44.64
Nova Scotia.....	100.8	100.2	104.0	132.1	133.4	135.0	49.04	49.81	48.55
New Brunswick.....	100.4	101.0	107.1	133.6	132.5	139.1	50.33	49.63	49.08
Quebec.....	111.8	110.6	115.6	154.3	152.7	153.7	56.67	56.55	54.61
Ontario.....	111.4	111.3	116.5	154.1	154.8	156.6	61.19	61.53	59.51
Manitoba.....	109.0	108.5	111.1	146.5	145.5	145.5	57.18	57.02	55.70
Saskatchewan.....	126.1	127.7	123.3	172.6	175.9	166.3	56.64	57.03	55.92
Alberta.....	135.6	137.0	135.6	180.6	185.7	182.6	59.12	60.17	59.88
British Columbia.....	113.0	112.0	114.7	158.9	159.0	161.1	64.14	64.79	64.14
<b>CANADA.....</b>	<b>112.7</b>	<b>112.3</b>	<b>116.6</b>	<b>155.2</b>	<b>155.4</b>	<b>157.0</b>	<b>58.94</b>	<b>59.17</b>	<b>57.61</b>
<b>(b) METROPOLITAN AREAS</b>									
St. John's.....	119.6	121.0	123.5	163.5	163.2	161.6	44.10	43.53	42.16
Sydney.....	92.0	92.6	97.9	114.4	121.0	125.5	58.33	61.34	60.16
Halifax.....	110.5	112.9	115.7	149.5	151.7	150.1	48.10	47.81	46.18
Saint John.....	95.1	97.6	101.8	125.3	127.1	128.3	47.26	46.70	45.24
Quebec.....	115.2	114.1	114.4	159.0	155.4	153.5	49.01	48.36	47.59
Sherbrooke.....	98.8	99.6	103.6	133.6	132.0	131.8	48.76	47.80	45.88
Three Rivers.....	109.1	110.0	105.3	150.8	149.0	138.1	56.84	55.65	53.88
Drummondville.....	68.0	67.7	84.7	89.5	89.5	111.5	51.14	51.33	61.17
Montreal.....	111.0	110.5	114.8	153.0	152.2	152.8	57.56	57.50	55.53
Ottawa—Hull.....	113.0	112.6	110.4	157.8	157.7	147.7	55.05	55.23	62.55
Peterborough.....	94.9	96.2	100.7	130.9	132.3	137.5	61.80	61.84	61.17
Oshawa.....	116.0	133.3	160.3	127.0	168.7	199.4	55.75	64.45	63.36
Niagara Falls.....	156.6	145.3	182.6	220.3	214.0	261.7	64.13	67.15	65.36
St. Catharines.....	109.4	109.1	120.7	150.1	149.1	157.1	67.62	67.21	64.08
Toronto.....	120.1	119.3	120.2	170.4	169.8	164.5	62.81	62.98	60.58
Hamilton.....	102.8	103.1	111.4	139.2	140.5	145.3	62.78	63.22	60.50
Brantford.....	81.8	80.9	81.5	105.2	108.5	104.6	56.36	58.78	56.26
Galt.....	98.6	99.0	108.0	135.7	136.6	147.3	54.10	54.22	53.59
Kitchener.....	102.3	102.6	110.3	144.2	144.4	150.4	57.33	57.22	55.46
Sudbury.....	136.5	137.1	133.0	185.9	186.0	186.8	72.87	72.63	75.19
London.....	109.1	109.1	114.0	152.8	150.6	154.4	56.82	55.96	54.97
Sarnia.....	117.2	123.7	124.6	179.1	191.4	187.5	74.27	75.25	73.25
Windsor.....	80.9	89.5	108.5	108.8	120.2	140.4	67.69	67.64	65.19
Sault Ste. Marie.....	100.3	102.4	141.9	133.8	141.8	185.6	68.05	70.60	66.67
Ft. William—Pt. Arthur.....	113.8	112.5	127.1	155.8	153.5	168.5	61.43	61.21	59.71
Winnipeg.....	105.7	105.4	106.1	145.0	144.1	139.9	54.39	54.23	52.31
Regina.....	123.0	127.5	115.9	176.9	185.4	156.0	54.94	55.56	51.48
Saskatoon.....	127.3	129.5	123.3	179.7	182.6	168.4	52.75	52.68	50.97
Edmonton.....	152.2	150.0	151.5	212.5	213.2	220.4	56.85	57.88	59.29
Calgary.....	136.9	140.1	134.3	188.0	195.6	181.1	57.74	58.70	56.78
Vancouver.....	105.8	140.6	104.6	148.6	148.5	142.6	61.51	62.17	59.77
Victoria.....	115.7	112.8	109.8	163.7	158.2	150.6	58.89	58.35	57.11
<b>(c) INDUSTRIES</b>									
Forestry (chiefly logging).....	91.3	90.4	88.3	140.5	137.4	131.6	61.43	60.69	59.45
Mining.....	112.7	113.6	112.3	152.8	154.8	151.4	69.65	70.03	69.28
Manufacturing.....	108.3	108.0	115.6	150.6	150.9	155.4	60.81	61.07	58.83
Durable Goods.....	112.3	111.4	121.9	156.2	159.5	168.8	65.27	65.43	63.49
Non-Durable Goods.....	104.9	102.5	107.6	145.1	142.3	142.1	56.69	56.88	54.17
Construction.....	127.8	125.4	139.6	188.2	187.2	208.9	60.95	61.81	61.93
Transportation, storage, communication.....	113.4	113.4	116.7	148.5	148.2	149.3	62.89	62.75	61.45
Public utility operation.....	121.0	121.7	117.9	171.0	170.5	159.9	66.76	67.00	64.80
Trade.....	113.9	113.9	111.8	156.9	157.8	148.2	51.08	51.38	49.03
Finance, insurance and real estate.....	127.7	127.8	122.4	163.8	164.1	151.3	54.16	54.20	52.16
Services.....	118.9	118.9	112.9	156.3	157.1	143.6	38.31	38.49	36.66
<b>Industrial composite.....</b>	<b>112.7</b>	<b>112.3</b>	<b>116.6</b>	<b>155.2</b>	<b>155.4</b>	<b>157.0</b>	<b>58.94</b>	<b>59.17</b>	<b>57.61</b>

<sup>1</sup> Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

<sup>2</sup> Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Year and Month	All Manufactures			Durable Goods			Non-Durable Goods		
	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages	Average Hours	Average Hourly Earnings	Average Weekly Wages
	No.	cts.	\$	No.	cts.	\$	No.	cts.	\$
1945—Average.....	44.3	69.4	30.74	44.7	76.7	34.28	43.7	60.7	26.53
1946—Average.....	42.7	70.0	29.87	42.8	76.4	32.70	42.6	63.8	27.18
1947—Average.....	42.5	80.3	34.13	42.7	87.2	37.23	42.3	73.4	31.05
1948—Average.....	42.2	91.3	38.53	42.3	98.4	41.62	42.0	84.0	35.28
1949—Average.....	42.3	98.6	41.71	42.5	106.5	45.26	42.0	90.6	38.05
1950—Average.....	42.3	103.6	43.82	42.5	112.0	47.60	42.2	95.2	40.17
1951—Average.....	41.8	116.8	48.82	42.0	125.8	52.84	41.7	107.2	44.70
1952—Average.....	41.5	129.2	53.62	41.6	139.8	58.16	41.3	117.4	48.49
1953—Average.....	41.3	135.8	56.09	41.6	147.1	61.19	40.9	122.9	50.27
Sept. 1, 1952.....	41.6	129.5	53.87	41.8	141.2	59.02	41.4	116.8	48.36
*Jan. 1, 1953.....	38.3	134.0	51.32	38.5	144.5	55.63	38.2	121.8	46.53
Feb. 1, 1953.....	41.9	134.2	56.23	41.9	145.7	61.05	41.8	120.8	50.49
Mar. 1, 1953.....	42.1	134.4	56.58	42.4	146.3	62.03	41.7	120.7	50.33
Apr. 1, 1953.....	42.1	131.9	56.79	42.3	146.7	62.05	41.8	121.3	50.70
May 1, 1953.....	41.8	135.5	56.64	42.2	146.8	61.95	41.6	122.4	50.80
June 1, 1953.....	41.7	135.9	56.67	42.1	146.8	61.80	41.3	123.1	50.84
July 1, 1953.....	41.3	136.2	56.25	41.9	147.0	61.59	40.8	123.5	50.39
Aug. 1, 1953.....	41.0	136.0	55.76	41.4	147.1	60.90	40.6	123.4	50.10
Sept. 1, 1953.....	41.0	135.7	55.64	41.3	147.3	60.83	40.8	123.0	50.18
Oct. 1, 1953.....	41.5	136.6	56.69	41.9	148.5	62.22	41.1	123.7	50.84
Nov. 1, 1953.....	41.4	137.4	56.88	41.7	148.8	62.05	41.0	124.8	51.17
Dec. 1, 1953.....	41.2	138.4	57.02	41.7	149.5	62.34	40.7	126.1	51.32
*Jan. 1, 1954.....	38.5	140.4	54.05	39.1	150.1	58.69	37.8	129.1	48.80
Feb. 1, 1954.....	40.7	140.4	57.14	40.8	151.4	61.77	40.6	127.9	51.93
Mar. 1, 1954.....	41.1	140.6	57.79	41.3	151.6	62.61	40.8	128.2	52.31
Apr. 1, 1954.....	40.9	141.0	57.67	41.0	151.7	62.20	40.7	129.0	52.50
May 1, 1954.....	40.6	141.8	57.57	40.9	152.3	62.29	40.3	129.9	52.35
June 1, 1954.....	39.8	142.2	56.60	40.0	152.1	60.84	39.6	131.4	52.03
July 1, 1954.....	40.5	141.6	57.35	40.9	151.6	62.00	40.1	130.8	52.45
Aug. 1, 1954.....	40.7	140.9	57.35	40.9	151.5	61.96	40.4	129.9	52.48
Sept. 1, 1954.....	40.9	139.9	57.10	40.9	150.9	61.72	40.8	128.5	52.43

\* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1.

TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Sept. 1, 1954	Aug. 1, 1954	Sept. 1, 1953	Sept. 1, 1954	Aug. 1, 1954	Sept. 1, 1953
Newfoundland.....	42.4	42.1	41.7	134.2	133.3	129.7
Nova Scotia.....	41.0	41.4	42.1	120.1	120.5	119.5
New Brunswick.....	42.1	42.6	42.5	123.0	122.3	117.3
Quebec.....	42.2	41.7	42.6	126.6	127.7	122.4
Ontario.....	40.4	40.3	40.4	146.7	148.5	143.2
Manitoba.....	40.4	40.3	40.3	134.6	135.4	131.7
Saskatchewan.....	40.2	40.5	40.3	145.8	145.1	137.8
Alberta.....	39.9	39.9	40.3	146.1	144.5	139.6
British Columbia.....	38.0	38.2	38.3	166.0	167.8	162.4
Montreal.....	40.9	40.3	41.5	132.2	133.9	129.0
Toronto.....	40.4	40.3	40.5	150.1	150.9	144.4
Hamilton.....	39.5	39.5	38.7	157.2	158.5	155.2
Windsor.....	39.5	39.3	39.0	166.2	168.0	164.1
Winnipeg.....	40.1	39.9	40.0	133.2	133.9	130.5
Vancouver.....	37.8	38.0	38.2	165.4	167.3	162.7

TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage Earners)

Source: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1, 1954	Aug. 1, 1954	Sept. 1, 1953	Sept. 1, 1954	Aug. 1, 1954	Sept. 1, 1953	Sept. 1, 1954	Aug. 1, 1954	Sept. 1, 1953
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining .....	42-6	42-8	43-0	155-9	155-8	153-4	66.41	66.68	65.96
Metal mining .....	44-1	44-0	44-4	160-4	160-0	156-0	70.74	70.40	69.66
Gold .....	45-7	45-6	45-8	137-7	138-4	132-5	62.93	63.11	60.69
Other metal .....	43-2	43-1	43-6	173-9	173-0	172-2	75.12	74.50	75.08
Fuels .....	38-4	39-9	39-7	151-4	152-3	152-8	58.14	60.77	60.66
Coal .....	38-0	38-7	38-1	146-1	146-5	148-2	55.52	56.70	56.46
Oil and natural gas .....	39-8	40-1	44-5	160-6	168-1	163-1	66.31	72.40	73.47
Non-metal .....	43-9	42-7	43-9	145-2	141-8	141-1	62.74	65.28	61.65
Manufacturing .....	40-9	40-7	41-0	139-6	140-9	135-7	57.10	57.35	55.64
Food and beverages .....	41-2	41-1	41-1	116-2	119-0	112-5	47.87	48.91	46.24
Food products .....	40-0	40-3	39-4	147-1	147-1	141-0	58.84	59.28	55.91
Canned and preserved fruits and vegetables .....	39-7	38-9	37-7	136-8	134-1	130-7	56.36	56.72	53.64
Grain mill products .....	42-6	42-6	42-1	138-7	138-5	128-5	59.99	58.43	51.10
Bread and other bakery product .....	43-9	44-1	44-1	166-0	166-0	165-1	76.36	77.09	76.48
Distilled and malt liquors .....	40-0	40-0	41-8	156-7	157-6	145-8	62.28	63.04	60.94
Tobacco and tobacco products .....	40-1	40-6	39-8	141-8	142-7	135-9	56.86	57.94	54.09
Rubber products .....	40-6	40-8	40-0	144-3	145-5	140-3	58.59	59.36	56.12
Leather products .....	39-4	38-8	39-8	99-0	99-3	97-1	39.01	38.53	38.65
Boots and shoes (except rubber) .....	39-3	38-7	39-1	95-6	95-8	93-4	37.57	37.07	36.52
Textile products (except cotton) .....	41-6	40-7	40-8	108-2	108-9	107-2	45.65	44.32	43.74
Cotton yarn and broad woven goods .....	39-3	37-3	37-9	110-5	110-1	109-8	43.43	41.97	41.61
Woolen goods .....	43-6	43-5	43-0	104-1	104-0	102-3	45.39	45-24	43.99
Synthetic textiles and silk .....	44-7	44-1	43-6	113-8	112-8	110-0	50.87	49.74	47.96
Clothing (textile and fur) .....	37-8	36-3	38-2	99-0	98-7	96-7	37.42	35.83	36.91
Men's clothing .....	37-1	35-6	38-0	97-5	96-7	94-4	36.17	34.43	35.87
Women's clothing .....	36-5	35-2	36-3	105-1	106-5	104-3	38.36	37.14	37.86
Knit goods .....	39-2	38-0	39-8	98-4	98-0	96-0	38.57	37.24	38.21
*Wood products .....	41-9	41-9	42-2	125-6	125-3	121-6	52.63	52.50	51.32
Saw and planing mills .....	41-1	41-5	41-7	132-5	132-3	128-5	54.46	54.90	53.58
Furniture .....	43-5	42-3	43-3	115-4	114-2	111-4	50.20	48.31	48.24
Other wood products .....	43-0	43-0	42-7	109-0	108-6	106-7	46.87	46.70	45.56
Paper products .....	43-0	43-0	43-6	160-9	160-9	152-4	69.19	69.19	66.45
Pulp and paper mills .....	43-1	43-4	44-2	171-2	171-1	162-3	74.30	74.09	71.74
Other paper products .....	42-0	42-0	41-7	127-6	127-8	121-6	53.50	53.68	50.71
*Printing, publishing and allied industries .....	40-1	39-8	39-8	165-2	165-7	159-4	65.25	65.05	63.41
*Iron and steel products .....	40-9	41-1	41-5	157-4	157-7	154-4	64.25	64.81	63.65
Agricultural implements .....	36-9	39-2	38-8	160-1	164-2	161-3	59.08	66.01	62.58
Fabricated and structural steel .....	40-7	40-8	40-5	194-2	194-7	192-7	66.84	67.20	65.73
Hardware and tools .....	41-4	40-8	40-9	144-6	145-1	140-5	59.86	59.20	57.46
Heating and cooking appliances .....	41-8	39-9	41-6	149-2	148-9	143-5	58.60	55.42	55.54
Iron castings .....	41-6	41-9	42-4	156-1	156-7	151-3	61.11	65.65	63.70
Machinery manufacturing .....	41-6	41-3	42-4	152-1	152-6	146-7	63.27	63.92	62.20
Primary iron and steel .....	40-0	41-1	40-8	171-0	171-2	170-2	68.40	70.38	69.44
Sheet metal products .....	41-6	41-2	41-9	153-6	153-7	147-6	63.90	63.32	61.84
*Transportation equipment .....	39-8	40-0	40-6	161-9	162-0	157-0	64.44	64.80	63.71
Aircraft and parts .....	41-5	41-1	42-4	174-7	171-0	158-9	71.26	70.28	68.17
Motor vehicles .....	35-3	39-1	39-7	171-5	170-1	168-4	60.54	66.51	66.85
Motor vehicle parts and accessories .....	39-2	38-7	37-4	162-2	160-7	156-1	63.58	62.19	58.33
Railroad and rolling-stock equipment .....	39-7	39-6	39-7	158-1	158-8	158-1	62.88	62.88	62.77
Shipbuilding and repairing .....	41-7	41-3	42-7	150-5	150-7	144-8	62.76	62.21	61.83
*Non ferrous metal products .....	41-0	40-8	41-1	156-0	160-0	152-6	65.19	65.28	62.72
Aluminum products .....	41-2	40-8	41-7	145-7	145-8	141-2	60.93	59.49	58.88
Brass and copper products .....	40-8	40-9	41-7	148-2	150-6	144-0	60.47	61.60	60.05
Smelting and refining .....	41-0	41-0	39-9	173-8	172-4	165-4	70.11	70.68	67.65
*Electrical apparatus and supplies .....	40-2	39-9	40-4	150-9	151-7	143-4	60.66	60.53	57.93
Heavy electrical machinery and equipment .....	40-1	40-1	39-9	166-2	167-3	157-7	66.65	67.09	61.50
*Non metallic mineral products .....	43-7	43-5	43-5	142-0	142-0	136-1	62.05	61.77	59.20
Clay products .....	41-7	41-4	41-8	131-6	131-7	123-3	58.83	58.47	55.24
Glass and glass products .....	42-4	41-5	44-0	139-7	139-1	132-9	59.23	57.73	58.48
Products of petroleum and coal .....	41-5	41-9	41-3	188-7	188-1	181-3	78.31	78.81	74.88
Chemical products .....	41-1	41-3	41-2	146-2	147-1	138-7	60.09	60.55	57.14
Medicinal and pharmaceutical preparations .....	41-0	40-7	40-9	120-7	119-8	111-9	49.19	48.76	46.87
Acids, alkalis and salts .....	41-9	41-1	41-3	167-7	168-4	157-9	70.27	70.39	65.21
Miscellaneous manufacturing industries .....	41-1	40-7	41-6	116-2	116-1	112-2	47.76	47.25	46.68
*Durable goods .....	40-9	40-9	41-3	150-9	151-5	147-3	61.72	61.66	60.83
Non durable goods .....	40-8	40-4	40-8	128-5	129-9	123-0	52.43	52.48	50.18
Construction .....	41-8	42-0	43-3	144-0	145-4	143-0	60.19	61.07	61.92
Buildings and structures .....	41-5	42-0	42-2	135-5	135-9	137-5	61.53	63.90	65.47
Highways, bridges and streets .....	42-1	42-1	42-9	120-6	121-4	111-9	51.13	51.11	48.01
Electric and motor transportation .....	44-5	44-5	44-3	142-2	142-3	137-0	63.28	63.32	60.60
Service .....	40-9	41-2	41-8	81-7	81-2	77-3	33.42	33.45	32.31
Hotels and restaurants .....	41-6	42-2	42-4	80-4	79-9	76-7	33.45	33.72	32.32
Laundries and dry cleaning plants .....	40-1	40-0	41-2	79-6	79-4	74-7	31.92	31.64	30.78

\* Durable manufactured goods industries.



**TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS  
IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices & Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949=100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.74	73.7	75.0	98.3
Monthly Average 1946.....	42.7	70.0	29.87	71.6	77.5	92.4
Monthly Average 1947.....	42.5	80.3	34.13	81.8	84.8	96.5
Monthly Average 1948.....	42.2	91.3	38.53	92.4	97.0	95.3
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.6	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Week Preceding:						
September 1, 1953.....	41.0	135.7	55.64	133.4	116.2	114.8
October 1, 1953.....	41.5	136.6	56.69	135.9	116.7	116.5
November 1, 1953.....	41.4	137.4	56.88	136.4	116.2	117.4
December 1, 1953.....	41.2	138.4	57.02	136.7	115.8	118.0
January 1, 1954.....	41.0*	140.4	57.56	138.0	115.7	119.3
February 1, 1954.....	40.7	140.4	57.14	137.0	115.7	118.4
March 1, 1954.....	41.1	140.6	57.79	138.6	115.5	120.0
April 1, 1954.....	40.9	141.0	57.67	138.3	115.6	119.6
May 1, 1954.....	40.6	141.8	57.57	138.0	115.5	119.5
June 1, 1954.....	39.8	142.2	56.60	135.7	116.1	116.9
July 1, 1954.....	40.5	141.6	57.35	137.5	116.2	118.3
August 1, 1954.....	40.7	140.9	57.35	137.5	117.0	117.5
September 1, 1954 <sup>(1)</sup> .....	40.9	139.6	57.10	136.9	116.8	117.2

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1954, are 38.5 hours and \$54.05.

<sup>(1)</sup> Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**Form UIC 751:** This form provides a cumulative total for each month of all vacancies notified by employers, applications made by workers, and referrals and placements made by the National Employment Service. Also reported are the number of vacancies unfilled and applications on file at the beginning and end of each reporting period. Because the purpose of these data is to give an indication of the volume of work performed in various local National Employment Service offices, all vacancies and applications are counted, even if the vacancy is not to be filled until some future date (deferred vacancy) or the application is from a person who already has a job and wants to find a more suitable one.

**Form UIC 757:** This form provides a count of the number of jobs available and applications on file at the end of business on a specified day. Excluded from the data on unfilled vacancies are orders from employers not to be filled until some future date. The data on job applications from workers exclude those people known to be

already employed, those known to be registered at more than one local office (the registration is counted by the "home" office), and registrations from workers who will not be available until some specified future date.

From January 24, 1952, to December 24, 1952, inclusive, unemployment insurance claimants on temporary mass lay-offs were not registered for employment and thus were not included in the statistics reported on form UIC 751 and form UIC 757. A temporary mass lay-off was defined as a lay-off either for a determinate or indeterminate period which affected 50 or more workers and where the workers affected, so far as was known, were returning to work with the same employer. Commencing 15 days after the date of such a lay-off, claimants still on the live insurance register were registered for employment on their next visit to the office and henceforth were counted in both statistical reporting forms. This procedure is no longer in effect, as all workers on temporary mass lay-offs now are registered for employment and so counted in the statistical reporting forms. This change in procedure should be kept in mind when comparing the figures on applications for employment during 1952 with data for earlier and subsequent periods.

Persons losing several days' work each week and consequently claiming short-time unemployment insurance benefits are not included in either statistical reporting form unless they specifically ask to be registered for employment.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Month	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
<b>Date nearest:</b>						
November 1, 1948 .....	31,856	18,595	50,451	67,569	34,280	101,849
November 1, 1949 .....	14,535	15,200	29,735	122,664	49,702	172,366
November 1, 1950 .....	41,144	13,085	54,229	89,690	57,313	147,003
November 1, 1951 .....	44,820	10,868	55,688	94,491	61,017	155,508
November 1, 1952 .....	23,846	18,092	41,938	99,383	49,258	148,641
November 1, 1953 .....	15,282	13,058	28,340	144,520	60,997	205,517
December 1, 1953 .....	15,446	11,868	27,314	241,094	74,513	315,607
January 1, 1954 .....	8,298	9,121	17,419	354,965	84,306	439,271
February 1, 1954 .....	8,406	9,575	17,981	439,633	103,112	542,745
March 1, 1954 .....	9,014	10,176	19,190	457,029	105,622	562,651
April 1, 1954 .....	11,434	12,293	23,727	466,120	101,933	568,053
May 1, 1954 .....	14,942	15,335	30,277	378,873	86,818	465,691
June 1, 1954 .....	14,284	15,790	30,074	237,848	76,782	314,630
July 1, 1954 .....	13,251	14,417	27,668	201,931	81,112	283,043
August 1, 1954 .....	12,113	12,913	25,026	181,457	77,396	258,853
September 1, 1954 .....	13,691	14,110	27,801	180,407	70,472	250,879
October 1, 1954 <sup>(1)</sup> .....	16,381	13,018	29,399	170,883	71,561	242,444
November 1, 1954 <sup>(1)</sup> .....	13,724	10,501	24,225	187,123	77,010	264,133

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
SEPTEMBER 30, 1954<sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				August 31, 1954	Sept. 30, 1953
<b>Agriculture, Fishing, Trapping</b> .....	<b>1,219</b>	<b>236</b>	<b>1,455</b>	<b>+</b> <b>143</b>	<b>—</b> <b>63</b>
<b>Forestry</b> .....	<b>4,391</b>	<b>7</b>	<b>4,398</b>	<b>+</b> <b>2,610</b>	<b>—</b> <b>618</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>358</b>	<b>46</b>	<b>404</b>	<b>—</b> <b>11</b>	<b>—</b> <b>298</b>
Metal Mining.....	145	6	151	— 14	— 127
Fuels.....	138	5	143	— 1	— 155
Non-Metal Mining.....	14	3	17	— 15	— 26
Quarrying, Clay and Sand Pits.....	5	1	6	— 6	— 28
Prospecting.....	56	31	87	— 23	— 38
<b>Manufacturing</b> .....	<b>3,135</b>	<b>2,818</b>	<b>5,953</b>	<b>—</b> <b>420</b>	<b>—</b> <b>3,267</b>
Foods and Beverages.....	353	307	660	— 75	— 68
Tobacco and Tobacco Products.....	3	7	10	— 0	— 12
Rubber Products.....	29	14	43	— 0	— 37
Leather Products.....	50	136	186	— 83	— 251
Textile Products (except clothing).....	87	166	253	— 70	— 116
Clothing (textile and fur).....	138	1,511	1,649	— 310	— 659
Wood Products.....	230	70	300	— 150	— 271
Paper Products.....	92	48	140	— 4	— 199
Printing, Publishing and Allied Industries.....	99	85	184	— 29	— 283
Iron and Steel Products.....	368	118	486	— 34	— 386
Transportation Equipment.....	1,001	56	1,057	— 297	— 1
Non-Ferrous Metal Products.....	74	37	111	— 10	— 251
Electrical Apparatus and Supplies.....	303	85	388	— 42	— 61
Non-Metallic Mineral Products.....	63	28	91	— 18	— 105
Products of Petroleum and Coal.....	10	10	20	— 4	— 20
Chemical Products.....	139	38	177	— 40	— 304
Miscellaneous Manufacturing Industries.....	96	102	198	— 30	— 243
<b>Construction</b> .....	<b>2,152</b>	<b>54</b>	<b>2,206</b>	<b>—</b> <b>43</b>	<b>—</b> <b>1,760</b>
General Contractors.....	1,474	30	1,504	— 53	— 1,211
Special Trade Contractors.....	678	24	702	— 10	— 549
<b>Transportation, Storage and Communication</b> .....	<b>446</b>	<b>191</b>	<b>637</b>	<b>—</b> <b>160</b>	<b>—</b> <b>841</b>
Transportation.....	396	68	464	— 103	— 483
Storage.....	22	9	31	— 7	— 70
Communication.....	28	114	142	— 50	— 285
<b>Public Utility Operation</b> .....	<b>168</b>	<b>25</b>	<b>193</b>	<b>+</b> <b>51</b>	<b>—</b> <b>59</b>
<b>Trade</b> .....	<b>1,779</b>	<b>2,343</b>	<b>4,122</b>	<b>+</b> <b>156</b>	<b>—</b> <b>2,178</b>
Wholesale.....	587	402	989	— 154	— 665
Retail.....	1,192	1,941	3,133	— 310	— 1,513
<b>Finance, Insurance and Real Estate</b> .....	<b>606</b>	<b>450</b>	<b>1,056</b>	<b>—</b> <b>31</b>	<b>—</b> <b>725</b>
<b>Service</b> .....	<b>2,046</b>	<b>6,902</b>	<b>8,948</b>	<b>—</b> <b>738</b>	<b>—</b> <b>4,154</b>
Community or Public Service.....	222	971	1,193	— 313	— 394
Government Service.....	989	453	1,442	— 134	— 1,496
Recreation Service.....	122	111	233	— 49	— 171
Business Service.....	354	311	665	— 247	— 217
Personal Service.....	359	5,056	5,415	— 361	— 1,876
<b>GRAND TOTAL</b> .....	<b>16,240</b>	<b>13,072</b>	<b>29,312</b>	<b>+</b> <b>1,557</b>	<b>—</b> <b>13,963</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3. UNFILED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT SEPTEMBER 30, 1954<sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfiled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	1,392	687	2,079	4,226	1,136	5,362
Clerical workers.....	912	2,468	3,380	9,611	21,502	31,113
Sales workers.....	1,362	1,449	2,811	4,022	8,731	12,753
Personal and domestic service workers..	525	5,747	6,272	20,427	12,235	32,662
Seamen.....	3	.....	3	793	4	797
Agriculture and fishing.....	1,305	10	1,315	1,221	98	1,319
Skilled and semiskilled workers.....	8,694	2,046	10,740	72,417	15,561	87,978
Food and kindred products (inc. tobacco).....	41	20	61	916	408	1,324
Textiles, clothing, etc.....	126	1,669	1,795	2,870	9,315	12,185
Lumber and wood products.....	4,867	1	4,868	5,113	205	5,318
Pulp, paper (inc. printing).....	49	11	60	732	349	1,081
Leather and leather products.....	40	102	142	983	982	1,975
Stone, clay and glass products.....	12	3	15	238	76	314
Metalworking.....	460	38	498	14,089	1,048	15,137
Electrical.....	153	21	174	1,707	751	2,458
Transportation equipment.....	.....	1	1	1,359	136	1,495
Mining.....	134	.....	134	1,078	.....	1,078
Construction.....	918	.....	918	13,472	4	13,476
Transportation (except seamen).....	662	9	671	10,706	78	10,784
Communication and public utility..	41	.....	41	374	4	378
Trade and service.....	135	134	269	2,163	1,127	3,290
Other skilled and semiskilled.....	880	29	909	12,899	749	13,648
Foremen.....	67	7	74	1,475	287	1,762
Apprentices.....	109	1	110	2,233	42	2,275
Unskilled workers.....	2,188	611	2,799	58,166	12,294	70,460
Food and tobacco.....	214	232	446	1,480	1,815	3,305
Lumber and lumber products.....	81	10	91	4,588	250	4,838
Metalworking.....	29	52	81	6,114	493	6,607
Construction.....	876	1	877	17,835	18	17,853
Other unskilled workers.....	988	316	1,304	28,139	9,718	37,857
<b>GRAND TOTAL.....</b>	<b>16,381</b>	<b>13,018</b>	<b>29,399</b>	<b>170,883</b>	<b>71,561</b>	<b>242,444</b>

(<sup>1</sup>) Preliminary—subject to revision.

(<sup>2</sup>) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, SEPTEMBER, 1954; LIVE APPLICATIONS AT OCTOBER 28, 1954

Office	1 Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Source: U.I.C. 757 (*) Live Applica- tions at Octo- ber 28, 1954		
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Placements				
							Referred to Vacancies	Regular		Casual	Transfers Out
<b>Newfoundland</b>											
Corner Brook	487	587	452	69	4,125	1,754	328	143	12	26	3,508
Grand Falls	43	85	30	29	1,464	328	41	33	3	1	1,152
St. John's	444	492	420	40	2,332	1,355	275	102	9	25	2,125
<b>Prince Edward Island</b>											
Charlottetown	104	592	349	39	852	694	323	165	70	18	1,009
Summerside	35	378	272	29	363	296	136	54	34	16	378
<b>Nova Scotia</b>											
Amherst	1,154	2,319	1,047	62	12,168	7,237	2,747	1,266	455	153	11,652
Bridgewater	19	123	14	14	390	394	178	110	390	9	354
Halifax	51	87	66	15	414	240	88	15	27	9	417
Inverness	647	1,254	718	4	3,815	2,732	1,476	612	288	28	3,603
Kentville	1	7			301	87	8	8			189
Liverpool	73	207	128	55	789	396	132	68	2	1	739
New Glasgow	28	26	29	1	150	199	26	12	197	625	261
Springhill	159	180	20	1	1,715	978	216	153	24	6	2,311
Sydney	1	54	1	1	1,369	325	52	52			340
Truro	128	235	28	1	2,241	1,499	299	138	94	1	2,863
Yarmouth	26	87	29	1	447	399	112	52	4	5	529
	21	59	14		537	343	199	46	7	103	532
<b>New Brunswick</b>											
Bathurst	1,261	3,322	1,069	324	19,719	9,190	6,688	2,159	632	2,671	19,183
Campbellton	14	51	21	2	528	279	115	35	4	53	495
Edmundston	32	94	33	33	607	599	264	10	151	151	505
Fredericton	25	190	35	35	1,632	1,474	2,324	83	16	1,847	275
Moncton	414	1,242	387	98	862	1,542	1,246	1,013	52	59	806
Moncton	11	39	10	10	529	480	188	33	95	95	605
Newcastle	515	757	308	99	1,969	1,650	845	351	166	70	2,027
Newcastle	7	129	26	3	650	598	241	77	6	79	736
Saint John	215	491	165	3	2,905	1,978	616	299	94	79	2,619
St. Stephen	6	329	13	13	700	706	412	43	273	62	784
Sussex	4	42	5	5	128	199	36	17	4	13	144
Woodstock	15	458	86	122	309	492	494	174	7	122	298
<b>Quebec</b>											
Asbestos	8,003	31,376	9,984	1,645	74,351	61,942	34,623	15,451	4,539	5,267	70,906
Beauharnois	9	157	31	4	366	234	116	31	8	8	322
Buckingham	15	46	8	16	424	399	55	19	7	7	503
Buckingham	20	82	13	13	415	327	121	56	8	38	431

Causapscal.....	25	146	5	306	527	357	132	4	153	308	413
Chandler.....	4	4	1	209	188	105	1	.....	80	177	200
Chicoutimi.....	149	573	198	196	770	428	225	27	2	523	575
Dolbeau.....	37	165	72	390	278	99	72	21	8	250	291
Drummondville.....	35	292	17	1,639	911	356	298	19	20	1,432	1,442
Farnham.....	42	107	36	6	330	237	71	.....	1	457	659
Forestville.....	248	631	137	317	77	15	51	.....	1	195	178
Gaspé.....	15	106	3	269	165	124	36	2	3	189	163
Granby.....	18	164	18	298	740	230	131	26	4	1,138	1,194
Hull.....	83	426	101	1,243	1,555	441	217	22	51	1,380	1,469
Joliette.....	82	378	223	1,216	932	298	111	15	26	1,491	1,491
Lac Beauport.....	52	249	43	1,014	997	538	154	29	174	1,153	828
Lachute.....	1	85	21	1,277	189	87	272	6	7	272	289
La Malbaie.....	5	78	40	132	133	81	21	.....	1	178	188
La Tuque.....	69	2,474	1,919	396	332	323	453	30	10	1,194	1,221
Levis.....	175	240	120	1,478	745	296	292	.....	387	152	188
Louiseville.....	20	118	13	585	432	110	262	9	10	1,312	1,378
Maniwaki.....	4	374	1	93	397	371	312	5	10	63	118
Matane.....	143	146	55	178	377	216	343	46	46	289	288
Mégantic.....	10	368	30	441	450	194	293	22	67	344	362
Mont-Laurier.....	5	38	3	483	178	104	31	.....	1	398	330
Montmagny.....	18	38	21	553	537	100	12	1	280	376	489
Montreal.....	4,011	13,649	3,531	33,629	25,877	11,414	6,893	2,897	273	32,189	35,124
New Richmond.....	45	151	82	280	814	595	218	153	150	296	294
Port Alfred.....	6	402	187	183	182	87	12	3	2	183	203
Quebec.....	750	2,473	613	5,203	5,806	3,366	1,271	711	24	5,627	5,622
Rimouski.....	38	65	17	606	183	39	39	.....	2	568	481
Rivière du Loup.....	121	198	10	968	112	3,636	246	.....	2,831	803	646
Roberval.....	13	561	370	1,112	3,096	132	162	12	12	224	290
Rouyn.....	121	327	96	1,325	295	434	152	61	17	953	1,006
Ste. Agathe.....	37	102	25	294	216	86	53	4	1	255	366
Ste. Anne de Bellevue.....	40	293	22	333	281	90	76	.....	1	385	400
Ste. Therese.....	17	102	25	783	588	315	185	4	2	830	830
St. Georges Est.....	320	611	366	613	1,174	907	146	7	14	589	635
St. Hyacinthe.....	51	234	124	1,213	915	298	116	29	5	1,092	1,205
St. Jean.....	82	250	63	1,042	1,026	366	190	10	55	1,024	1,075
St. Jerome.....	98	494	13	391	576	240	161	15	12	660	729
St. Joseph d'Alma.....	47	329	586	702	565	276	158	4	3	562	438
Saint Ives.....	10	484	228	139	231	241	176	133	35	133	155
Shawinigan Falls.....	10	336	22	1,315	1,900	437	263	21	13	1,107	1,434
Sherbrooke.....	112	923	167	2,730	2,188	645	563	185	13	2,308	2,308
Sorel.....	10	10	3	1,149	499	106	66	16	4	1,374	1,407
Therford Mines.....	27	297	139	590	451	106	111	13	9	573	573
Thèse Rivers.....	115	514	136	2,280	1,942	1,122	351	107	213	2,453	2,453
Val d'Or.....	51	150	39	2,865	1,451	77	77	.....	7	729	731
Valleyfield.....	32	193	47	1,079	765	394	149	1	40	565	1,088
Victoriaville.....	87	248	73	1,718	599	287	155	17	11	679	858
<b>Ontario.....</b>	<b>8,086</b>	<b>37,109</b>	<b>8,991</b>	<b>108,607</b>	<b>83,718</b>	<b>41,211</b>	<b>20,961</b>	<b>8,835</b>	<b>879</b>	<b>102,488</b>	<b>104,705</b>
Amputer.....	21	166	17	18	182	176	147	4	11	95	119
Barnby.....	10	440	184	822	780	487	258	40	.....	619	709
Bellefleur.....	25	334	28	871	678	330	188	104	10	647	726
Brecheville.....	27	198	56	264	332	184	115	10	10	332	512
Brantford.....	26	192	39	337	196	109	22	22	19	336	355
Brantford.....	41	690	53	1,997	1,542	776	517	128	13	1,814	2,279
Brantford.....	13	216	33	1,079	333	271	167	18	23	223	257
Castleton Place.....	45	297	2	216	58	69	43	.....	10	167	128
Chatham.....	345	297	337	1,296	736	384	160	68	.....	1,275	1,331



TABLE D-4.—ACTIVITIES OF NATIONAL EMPLOYMENT OFFICES, SEPTEMBER, 1954; LIVE APPLICATIONS AT OCTOBER 28, 1954

Office	Vacancies (Source: U.I.C. 751)				Applicants (Source: U.I.C. 751)				Placements				Unplaced End of Period	Source: U.I.C. 757 (5) Live Applica- tions at Octo- ber 28, 1954
	Unfilled Beginning Period	Reported During Period	Unfilled End of Period	Filled by Transfers In	Unplaced Beginning Period	Registered During Period	Referred to Vacancies	Regular	Casual	Transfers Out				
<b>Ontario—Con.</b>														
Cobourg.....	15	190	26	.....	375	459	277	126	39	11	128	363		
Collingwood.....	18	177	15	1	650	315	183	114	51	5	620	600		
Conwall.....	76	953	55	4	1,401	2,298	1,137	697	248	41	1,828	1,549		
Fort Erie.....	10	50	1	3	318	322	83	46	.....	2	370	467		
Fort Frances.....	25	37	11	1	144	101	42	28	.....	.....	158	170		
Fort William.....	128	446	120	24	1,016	1,653	448	322	45	12	1,119	1,286		
Galt.....	46	201	51	4	1,081	1,607	204	120	44	4	1,141	987		
Gatineau.....	2	59	1	.....	139	123	80	48	7	11	141	151		
Georgetown.....	27	72	29	3	238	257	92	26	20	9	307	302		
Hamilton.....	97	294	79	4	1,397	702	381	190	41	6	1,363	1,031		
Hamilton.....	486	2,112	621	2	9,436	6,587	2,749	1,072	557	34	8,415	9,088		
Hawkesbury.....	20	147	21	.....	199	192	166	121	84	.....	300	300		
Ingersoll.....	32	172	15	.....	371	309	187	121	84	.....	353	489		
Kapuskasing.....	29	100	30	3	300	221	154	84	2	.....	300	411		
Kemora.....	18	100	25	2	158	133	42	19	.....	.....	172	288		
Kingston.....	190	755	154	12	734	1,243	843	630	56	4	717	783		
Kirkland Lake.....	29	127	18	.....	598	1,232	192	87	21	.....	528	615		
Kitchener.....	84	428	90	.....	1,743	1,275	591	272	90	.....	1,897	1,790		
Leamington.....	15	174	9	4	610	437	208	92	47	1	587	783		
Lindsay.....	37	157	52	.....	721	312	140	29	76	.....	178	616		
Listowel.....	33	26	25	1	173	106	66	87	.....	14	178	179		
London.....	111	1,941	172	.....	3,133	4,307	2,211	1,222	722	3	3,513	3,308		
Midland.....	5	130	16	.....	573	381	168	91	12	.....	585	535		
Napanee.....	8	37	1	.....	208	168	66	33	1	.....	212	333		
New Toronto.....	113	769	113	91	1,375	1,527	881	493	80	12	1,397	1,642		
Niagara Falls.....	78	580	46	1	1,238	1,383	647	444	87	.....	1,437	1,678		
North Bay.....	65	411	57	24	816	998	418	107	201	.....	918	988		
Oakville.....	50	782	554	19	319	534	511	198	26	21	334	619		
Orillia.....	23	216	16	2	476	547	303	151	56	6	521	611		
Oshawa.....	86	423	88	.....	7,886	2,696	478	313	51	9	7,072	7,351		
Ottawa.....	831	2,218	1,008	13	2,829	3,105	2,342	1,122	331	17	2,832	2,574		
Owen Sound.....	79	198	36	1	613	555	338	177	28	20	642	736		
Parry Sound.....	4	37	3	.....	100	130	34	22	4	.....	140	257		
Penbrooke.....	112	605	113	.....	833	1,115	651	214	174	71	892	844		
Perth.....	21	46	21	.....	202	130	64	32	3	13	221	249		
Peterborough.....	86	200	20	.....	1,786	1,082	793	232	14	20	1,675	1,821		
Pictou.....	3	102	4	.....	79	144	.....	72	.....	.....	98	170		
Port Arthur.....	103	781	110	25	1,034	1,421	.....	.....	.....	.....	1,134	1,500		
Port Colborne.....	11	49	16	1	512	256	.....	.....	.....	.....	155	476		
Prescott.....	49	103	33	34	278	268	.....	.....	.....	.....	155	476		
Renfrew.....	8	99	87	6	3,280	1,947	.....	.....	.....	.....	155	476		
St. Catharines.....	66	764	.....	.....	.....	.....	.....	.....	.....	.....	155	476		

St. Thomas	72	371	57	518	616	529	1,515
Samia	12	285	15	1,520	985	1,511	1,557
Sault Ste. Marie	19	395	71	2,364	937	2,391	2,677
Simcoe	90	595	11	329	449	336	493
Stouffville	26	61	16	105	115	66	127
Strath Falls	9	62	12	117	196	41	108
Stratford	26	170	12	425	462	76	326
Sturgeon Falls	10	109	1	180	312	93	560
Sudbury	167	663	65	1,058	1,012	1,013	1,802
Timmins	59	296	1	1,068	846	535	1,085
Toronto	2,639	11,521	13	21,845	23,452	13	1,112
Trenton	38	411	1	3,092	524	1,880	21,130
Walkerton	15	61	21	519	312	268	517
Walden	6	169	8	65	188	51	116
Wallaenburg	18	265	13	1,253	468	102	285
Welland	272	634	211	1,253	468	102	285
Windsor	174	865	270	15,360	4,846	996	1,318
Woodstock	24	247	14	327	414	260	11,738
<b>Manitoba</b>	<b>2,098</b>	<b>6,618</b>	<b>2,011</b>	<b>9,455</b>	<b>11,842</b>	<b>2,172</b>	<b>11,578</b>
Brandon	240	421	186	235	774	284	9,885
Dauphin	37	52	12	239	330	65	453
Flin Flon	34	120	10	145	261	33	268
Portage la Prairie	58	162	27	420	410	34	169
The Pas	10	61	3	41	74	18	396
Winnipeg	1,719	5,792	1,731	8,265	10,083	2,050	9,561
<b>Saskatchewan</b>	<b>1,652</b>	<b>5,223</b>	<b>1,346</b>	<b>4,118</b>	<b>8,172</b>	<b>1,012</b>	<b>5,245</b>
Estevan	46	178	29	60	227	137	73
Moose Jaw	172	634	148	445	777	2	583
North Battleford	112	394	120	212	196	64	609
Prince Albert	118	392	11	235	515	27	336
Regina	400	1,819	291	928	2,735	12	717
Saskatoon	272	1,359	300	1,130	2,100	642	1,066
Swift Current	52	117	23	156	659	203	1,162
Weyburn	164	162	68	66	189	25	161
Yorkton	198	278	94	350	407	75	106
<b>Alberta</b>	<b>2,085</b>	<b>9,475</b>	<b>2,266</b>	<b>10,649</b>	<b>15,397</b>	<b>263</b>	<b>10,432</b>
Blainmore	7	49	13	272	165	36	202
Calgary	681	3,428	698	3,239	5,849	660	3,319
Edmonton	964	4,266	1,130	4,847	7,051	71	3,541
Lethbridge	38	64	47	280	115	151	121
Medicine Hat	142	768	237	736	1,001	983	1,185
Red Deer	49	232	42	608	447	163	4,416
Yellowknife	28	30	18	531	563	27	245
				23	21	1	748
							651
							26
							564
							726
							402
							190
							381
							24
							30





**TABLE D-5.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY  
EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1944-1954

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951.....	1,541,208	623,467	2,164,675	655,933	262,305	918,238
1952.....	1,781,689	664,485	2,446,174	677,777	302,730	980,507
1953.....	1,980,918	754,358	2,735,276	661,167	332,239	993,406
1954 (9 months).....	1,488,866	624,687	2,113,553	414,082	250,383	664,465

TABLE D-6. VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JULY 1, 1951 TO SEPT. 30, 1951

(Source: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Va- can- cies Noti- fied	Trans- fer out	Placements		Va- can- cies Noti- fied	Trans- fer out	Placements		Va- can- cies Noti- fied	Trans- fer out	Placements		Va- can- cies Noti- fied	Trans- fer out	Placements		Va- can- cies Noti- fied	Trans- fer out	Placements		Va- can- cies Noti- fied	Trans- fer out
	Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual			Reg- ular	Cas- ual		
<b>Agriculture</b> .....	5	1	39	2	566	258	2		141	62	4	153	350	1,079	2,358	2,141	541	1,142	3,924	1,557	4,660	8,275	610	
<b>Forestry</b> .....	2	1			10				244	161	4	12	440	247		36	12,772	5,499	235	1,527	1,700	1,073	13	87
<b>Fishing and Trapping</b> .....									1							13				3				
<b>Mining, Quarrying and Oil Wells</b> .....	2	1							122	116		5	142	95	1	22	984	507	5	185	330	207	23	29
<b>Metal Mining</b> .....	1	1							1				88	68		4	801	347		184	227	145	10	29
<b>Fuels</b> .....									94	93		5	41	22			61	1	4		26	13	5	
<b>Non-Metal Mining</b> .....									3	1							53	99		1	61	4		
<b>Quarrying, Clay and Sand Pits</b> .....									24	22			3	3			45	35	1		49	31	7	
<b>Prospecting</b> .....	1												10	2	1	18	79	25			22	11		
<b>Manufacturing</b> .....	76	39	10	20	669	374	20	1	1,435	975	105	15	509	299	115	11	19,804	12,565	710	95	25,182	16,286	2,386	586
<b>Food and Beverages</b> .....	24	18	5	20	607	317	20		343	212	38	2	156	78	61		1,082	1,097	151	6	3,907	2,800	241	44
<b>Tobacco and Tobacco Products</b> .....																	17	26		37	21			
<b>Rubber Products</b> .....									25				4	4			370	321	8	7	273	158	9	7
<b>Leather Products</b> .....																	1,231	747	4	3	359	266	3	1
<b>Textile Products (except clothing)</b> .....					13	13				7			12	9		11	2,020	1,477	9	23	1,583	1,172	205	15
<b>Clothing (textile and fur)</b> .....	25	4							19	12			8	8			5,537	2,727	26	4	1,723	1,111	22	6
<b>Wood Products</b> .....	2	1			41	39			40	30	8		99	72	2		1,359	1,095	4	1	1,650	1,150	137	37
<b>Paper Products</b> .....	3	2	1						2	1			59	39	4		730	495	62	5	1,389	571	606	33
<b>Printing, Publishing and Allied Industries</b> .....	2				6	3			1	28			18	9			492	298	22	5	1,129	668	148	6
<b>Iron and Steel Products</b> .....	9	6	2		1	1			442	436	1		37	20	7		1,736	1,188	124	16	4,367	2,997	378	127
<b>Transportation Equip- ment</b> .....					1	1			422	230	13	11	23	18	2		1,216	778	165	11	2,981	1,548	68	198
<b>Non-Ferrous Metal Prod- ucts</b> .....									2	1			17	12	2		632	440	2	2	1,013	738	40	13
<b>Electrical Apparatus and Supplies</b> .....	1	1							14	5	1		1				545	264	4	1	1,904	1,213	76	60
<b>Non-Metallic Mineral Products</b> .....	3	3							10	4	3		14	12			430	320	24	2	764	475	126	11
<b>Products of Petroleum and Coal</b> .....									1	1							84	46					21	2
<b>Chemical Products</b> .....	4	4							32	13	17		44	6	34		930	725	33	6	962	565	161	15
<b>Miscellaneous Manufac- turing Industries</b> .....	3		2						3	1	1	2	17	12	3		763	521	5		1,015	670	45	11

Construction	532	337	9	260	136	126	7	51	797	519	114	274	5,668	4,666	84	469	10,467	8,000	485	333	15,998	11,829	1,736	441
General Contractors	520	329	8	260	124	105	5	49	608	453	62	274	5,363	3,865	60	467	6,813	5,379	376	288	10,970	8,181	1,214	357
Special Trade Contractors	12	8	1	.....	32	21	2	2	189	96	52	.....	297	201	24	2	3,654	2,621	92	105	5,028	3,645	522	81
Transportation, Storage and Communication	23	10	6	.....	23	21	2	6	221	88	84	4	299	196	39	8	3,317	1,169	1,551	134	3,917	2,334	1,018	25
Transportation	21	10	6	.....	21	19	2	6	183	73	77	2	212	158	31	7	3,059	1,027	1,514	133	3,392	2,034	853	12
Storage	.....	.....	.....	.....	2	2	.....	.....	.....	15	1	.....	27	28	8	1	68	42	7	1	365	184	147	1
Communication	2	.....	.....	.....	.....	.....	1	32	15	1	2	30	10	10	8	1	190	100	7	1	199	116	18	1
Public Utility Operation	1	1	.....	.....	7	7	.....	37	21	1	1	18	15	.....	.....	.....	394	137	9	5	785	614	38	2
Trade	71	17	12	.....	279	91	161	1,492	728	350	5	982	658	107	7,042	4,306	453	21	13,551	7,670	2,318	65	.....	
Wholesale	12	6	4	.....	73	18	49	187	204	151	2	346	217	55	2	208	1,582	98	2	1,124	2,283	1,164	11	
Retail	59	11	8	.....	206	73	112	1,065	524	99	3	636	441	52	1	831	2,924	355	19	9,136	5,387	1,154	51	
Finance, Insurance and Real Estate	4	4	.....	.....	14	10	2	123	84	2	.....	133	100	16	.....	904	537	12	1	1,848	1,117	66	8	
Service	993	224	36	.....	476	254	116	18	2,516	1,312	901	106	2,071	892	628	11	22,542	9,883	7,180	508	28,825	14,574	7,330	196
Community or Public Service	28	8	14	.....	75	46	8	215	111	211	1	145	87	23	.....	1,256	765	99	4	2,184	1,306	238	31	
Government Service	883	169	2	.....	52	27	18	667	617	13	104	266	250	8	.....	1,890	1,568	27	44	3,388	2,764	134	102	
Recreation Service	.....	.....	.....	.....	15	5	5	191	23	124	.....	319	30	215	.....	1,264	252	686	8	2,881	935	1,516	9	
Business Service	15	10	3	.....	10	5	4	63	36	12	.....	109	58	31	.....	1,194	1,062	30	6	1,711	926	297	15	
Personal Service	69	37	17	.....	324	171	97	1,410	525	631	1	1,205	438	351	33	16,698	6,266	6,318	146	18,461	8,611	5,146	312	
Totals	1,709	665	73	299	2,200	1,141	310	76	7,149	4,096	1,365	574	12,083	6,938	2,069	2,915	80,380	43,324	11,767	6,793	107,799	60,284	23,103	2,479
Men	1,475	560	68	269	1,092	446	115	65	4,531	2,774	781	549	9,629	5,976	1,215	2,525	51,194	29,908	9,353	9,103	69,873	43,515	15,335	2,067
Women	234	105	5	.....	1,108	695	195	11	2,618	1,323	584	35	2,454	962	854	140	28,886	13,256	6,414	690	37,920	20,339	7,768	282

(1) Current and deferred vacancies reported during the period.



TABLE D-6.—VACANCIES (1) AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JULY 1, 1954 TO SEPT. 30, 1954

(Source: U.I.C. 751)

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fer out
<b>Agriculture.....</b>	853	581	25	28	3,067	2,079	12	416	3,112	2,176	36	296	31,389	3,605	27,349	297	58,687	11,313	37,921	8,151
<b>Forestry.....</b>	68	56	2	1	5	11			145	80	23	37	1,831	1,501	9	70	17,357	8,619	286	1,770
<b>Fishing and Trapping.....</b>	1								1	1			9	9			28	10		
<b>Mining, Quarrying and Oil Wells</b>																				
Metal Mining.....	83	74		14	184	109	7	2	1,283	822	23	196	685	599	24	7	3,825	2,440	83	460
Fuels.....	75	67		14	6	2			330	207	2	48	328	219	20		1,857	1,086	32	287
Non-Metal Mining.....	2	2			94	61		1	668	456	8	14	19	12	4		350	660	21	20
Quarrying, Clay and Sand Pits.....	4	4			31	23	6		21	8	11	134	219	166			331	285	135	
Prospecting.....	2	1			21	9	1		263	150	2	2	101	75			188	133	25	
<b>Manufacturing.....</b>	3,280	1,913	602	2	804	475	180	5	2,010	1,271	328	11	8,587	6,905	645	98	62,346	41,022	5,001	821
Foods and Beverages.....	521	330	94		246	152	55	1	410	250	99		2,707	2,411	135		10,603	7,665	949	53
Tobacco and Tobacco Products.....									19	14							103	64		
Rubber Products.....	20	5	16		8	4							11	6			682	494	33	14
Leather Products.....	60	39	2		5	1			7	3	2		47	34	1		1,738	1,094	12	4
Textile Products (except clothing).....	81	41	20		2	3			20	19	2		105	83	9		3,843	2,819	245	49
Clothing (textile and fur).....	825	505	46		38	30	41	1	101	73	15		195	106	5		8,471	4,576	114	12
Wood Products.....	323	177	86		89	40			233	130	33	6	3,349	2,782	94	73	7,189	5,516	472	120
Paper Products.....	138	91	21		3	2			33	24	2		298	243	10		2,655	1,468	706	40
Printing, Publishing and Allied Industries.....	175	108	32		63	37	13		86	52	8		252	81	130		2,292	1,284	365	13
Iron and Steel Products.....	462	277	106		134	86	25	2	295	172	42	1	637	462	98		8,120	5,645	783	154
Transportation Equipment.....	168	76	25	1	77	51	2	1	287	200	24	1	392	287	21		5,567	3,189	320	229
Non-Ferrous Metal Products.....	45	26	6		5	2			28	18	3		226	209	9	6	1,963	1,444	62	21
Electrical Apparatus and Supplies.....	121	72	25		5	2			18	6			68	46	8		2,677	1,609	114	62
Non-Metallic Mineral Products.....	139	68	61		20	14	2		274	184	40	2	88	34	44		1,742	1,132	300	15
Products of Petroleum and Coal.....	30	22	3	1	44	27	17		30	17			82	37	26		387	226	62	4
Chemical Products.....	111	40	54		24	6	17		155	94	54		64	45	11		2,326	1,498	381	21
Miscellaneous Manufacturing Industries.....	61	38	5		46	20	14		24	15	4		66	39	4		1,998	1,316	83	13
<b>Construction.....</b>	2,329	2,037	143	33	3,631	2,472	535	29	4,692	3,363	436	31	3,409	2,473	555	34	47,871	35,392	4,957	2,015
General Contractors.....	2,056	1,667	117	23	2,837	1,934	396	26	3,584	2,706	282	27	2,628	1,956	393	25	35,500	26,578	2,913	1,796
Special Trade Contractors.....	473	370	26	10	794	538	139	3	1,111	797	154	4	781	571	132	9	12,371	8,814	1,144	219
<b>Transportation, Storage and Communication.....</b>	1,097	562	181	8	897	533	128	92	1,317	762	376	1	1,447	860	337	2	12,498	6,475	3,706	280
Transportation.....	883	486	56	8	675	474	95	92	1,090	624	253	1	1,200	720	265	2	10,766	5,625	3,182	263
Storage.....	178	44	125		97	43	33		159	29	114		116	40	69		1,016	410	485	12
Communication.....	36	32			35	16			68	49	3		131	100	2		716	440	39	5

Public Utility Operation.....													
96	71	.....	22	15	2	1	133	59	15	.....	61	37	6
1,374	1,292	1	2,478	1,123	918	3,574	1,789	1,107	5	8,628	4,989	2,328	1,564
Trade.....	Wholesale.....	628	318	406	1,717	766	1,023	418	5	1,317	3,131	1,008	5
1,977	640	1	1,508	805	512	1,857	1,023	418	5	1,111	1,838	1,139	1
Finance, Insurance and Real Estate.....	297	34	211	146	11	469	313	19	...	374	359	31	3
383	1,838	4,025	5,194	1,809	2,101	59	9,000	3,083	3,649	165	10,161	5,158	69
Service.....	Community or Public Service.....	754	220	130	4	622	292	26	30	13	672	136	9
Government Service.....	Recreation Service.....	766	611	121	12	738	478	193	12	14	2,041	1,783	65
446	63	403	245	186	186	1,419	922	384	384	1	260	111	35
Business Service.....	Personal Service.....	189	89	32	2	568	71	880	1,314	1	1,122	281	3
5,145	843	3,439	2,501	957	977	6	1,231	1,112	1,839	138	6,126	2,525	22
Totals.....	109	16,403	8,772	3,897	604	23,766	13,839	6,006	742	66,791	26,405	31,285	385
Men.....	2,141	100	12,233	6,470	3,066	198	17,069	9,618	4,212	646	28,017	13,718	465
Women.....	2,807	9	4,136	2,102	831	109	8,697	4,221	1,794	96	38,774	10,567	400
1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
9,269	2,807	4,163	9	4,136	2,102	109	8,697	4,221	1,794	96	38,774	10,567	400
1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
9,269	2,807	4,163	9	4,136	2,102	109	8,697	4,221	1,794	96	38,774	10,567	400
1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
9,269	2,807	4,163	9	4,136	2,102	109	8,697	4,221	1,794	96	38,774	10,567	400
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1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
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1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
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1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
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1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
9,269	2,807	4,163	9	4,136	2,102	109	8,697	4,221	1,794	96	38,774	10,567	400
1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
9,269	2,807	4,163	9	4,136	2,102	109	8,697	4,221	1,794	96	38,774	10,567	400
1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
9,269	2,807	4,163	9	4,136	2,102	109	8,697	4,221	1,794	96	38,774	10,567	400
1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
9,269	2,807	4,163	9	4,136	2,102	109	8,697	4,221	1,794	96	38,774	10,567	400
1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
9,269	2,807	4,163	9	4,136	2,102	109	8,697	4,221	1,794	96	38,774	10,567	400
1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
9,269	2,807	4,163	9	4,136	2,102	109	8,697	4,221	1,794	96	38,774	10,567	400
1,928	5,908	2,141	100	12,233	6,470	198	17,069	9,618	4,212	646	28,017	13,718	465
9,269	2,807												

## E—Unemployment Insurance

**TABLE E-1.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Number Receiving Benefit in Last Week of the Month*	Month of September, 1954		
		Number Commencing Benefit	Days Benefit Paid (Disability Days in Brackets)	Amount of Benefit Paid
Newfoundland.....	2,286	809	54,758 (332)	184,951
Prince Edward Island.....	609	197	12,608 (226)	34,794
Nova Scotia.....	7,775	3,083	163,737 (3,973)	522,672
New Brunswick.....	5,749	2,430	133,926 (1,928)	422,410
Quebec.....	46,983	22,434	1,187,771 (26,887)	3,553,639
Ontario.....	65,844	35,027	1,765,769 (26,182)	5,672,640
Manitoba.....	5,942	2,456	132,673 (3,680)	381,086
Saskatchewan.....	2,641	1,057	50,541 (1,082)	147,130
Alberta.....	7,477	3,196	146,027 (3,478)	461,295
British Columbia.....	13,617	7,536	327,037 (6,353)	1,016,954
Total, Canada, Sept., 54.....	158,923	78,225	3,974,847 (74,121)	12,397,571
Total, Canada, Aug., 54.....	153,241	77,150	3,921,598 (75,467)	12,066,717
Total, Canada, Sept., 53.....	92,535	55,802	2,230,702 (22,827)	6,739,427

\* Week containing last day of the month.



**TABLE E-2. ORDINARY CLAIMANTS ON THE LIVE UNEMPLOYMENT REGISTER AT SEPTEMBER 30, 1954, BY DURATION ON THE REGISTER, SEX AND PROVINCE AND SHOWING NUMBER OF DISABILITY CASES\* INCLUDED IN TOTAL**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Days Continuously on the Register							September 30, 1953 Total
	Total	6 and less	7-12	13-24	25-48	49-72	73 and over	
Newfoundland.....	2,827 (16)	538	238	350	559	422	720	2,431 (4)
Male.....	2,596 (13)	492	219	327	516	394	648	2,184 (4)
Female.....	231 (3)	46	19	23	43	28	72	247 (-)
Prince Edward Island.....	623 (10)	115	70	72	105	81	180	615 (3)
Male.....	442 (5)	81	51	52	68	55	135	442 (1)
Female.....	181 (5)	34	19	20	37	26	45	173 (2)
Nova Scotia.....	8,599 (120)	2,176	743	1,070	1,561	1,005	2,044	7,950 (49)
Male.....	7,318 (101)	1,894	615	931	1,325	863	1,690	6,766 (40)
Female.....	1,281 (19)	282	128	139	236	142	354	1,184 (9)
New Brunswick.....	7,432 (72)	1,598	877	964	1,231	812	1,950	6,190 (52)
Male.....	5,860 (56)	1,298	705	800	996	620	1,441	5,119 (42)
Female.....	1,572 (16)	300	172	164	235	192	509	1,071 (10)
Quebec.....	56,632 (1,015)	11,475	6,120	7,622	9,592	7,129	14,694	42,348 (396)
Male.....	40,069 (601)	8,525	4,484	5,732	6,789	4,902	9,637	28,970 (253)
Female.....	16,563 (414)	2,950	1,636	1,890	2,803	2,227	5,057	13,378 (143)
Ontario.....	77,718 (919)	17,781	7,318	9,834	14,996	7,598	20,191	35,973 (332)
Male.....	58,867 (867)	13,761	5,727	7,854	11,871	5,521	14,160	25,431 (242)
Female.....	18,821 (252)	4,020	1,591	1,980	3,122	2,077	6,031	10,539 (90)
Manitoba.....	6,828 (148)	1,771	595	851	1,033	610	1,968	4,499 (40)
Male.....	4,069 (105)	1,101	384	462	520	346	1,256	2,338 (21)
Female.....	2,759 (43)	670	211	389	513	264	712	2,161 (19)
Saskatchewan.....	2,747 (30)	721	340	337	420	235	694	1,235 (15)
Male.....	1,712 (23)	491	208	201	231	132	449	647 (13)
Female.....	1,035 (7)	230	132	136	189	103	245	588 (2)
Alberta.....	6,589 (98)	1,634	682	925	1,036	616	1,696	3,244 (30)
Male.....	4,472 (78)	1,100	467	636	652	367	1,250	2,020 (29)
Female.....	2,117 (20)	534	215	289	384	249	446	1,224 (1)
British Columbia.....	17,750 (215)	5,247	1,939	2,291	2,617	1,684	3,972	14,896 (110)
Male.....	12,980 (159)	4,046	1,485	1,713	1,894	1,155	2,747	11,169 (85)
Female.....	4,770 (56)	1,201	454	578	723	529	1,225	3,727 (25)
CANADA.....	187,745 (2,643)	43,056	18,922	24,316	33,150	20,192	48,109	119,381 (1,031)
MALE.....	138,415 (1,808)	32,789	14,345	18,708	24,805	14,355	33,413	85,069 (730)
FEMALE.....	49,330 (835)	10,267	4,577	5,608	8,345	5,837	14,696	34,292 (301)

\* Shown in brackets. The count of disability cases for 1953 represents all registers flagged as disability cases on that day, including short-time and temporary lay-off claimants.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES,  
SEPTEMBER, 1954**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,194	867	327	1,302	806	406	361
Prince Edward Island.....	275	166	109	280	216	64	66
Nova Scotia.....	4,898	2,486	2,412	5,441	4,535	906	1,149
New Brunswick.....	3,625	2,088	1,537	3,520	2,813	707	875
Quebec.....	32,814	18,750	14,064	31,591	25,815	5,776	8,301
Ontario.....	45,337	24,176	21,161	46,801	39,940	6,861	10,241
Manitoba.....	3,608	2,105	1,503	3,570	2,721	849	589
Saskatchewan.....	1,698	1,128	570	1,571	1,183	388	419
Alberta.....	4,408	2,488	1,920	4,773	3,765	1,008	913
British Columbia.....	11,691	6,185	5,506	11,358	8,014	2,444	2,632
Total, Canada, September, 1954.....	109,548	60,439	49,109	110,207	90,798	19,409	25,546
Total, Canada, August, 1954.....	112,659	59,059	53,600	113,805	91,406	22,399	26,205
Total, Canada, September, 1953.....	85,623	49,778	35,845	84,185	64,981	19,204	20,444

\* In addition, revised claims received numbered 14,862. † In addition, 15,202 revised claims were disposed of. Of these, 1,079 were special requests not granted, and 986 were appeals by claimants. There were 1,571 revised claims pending at the end of the month.

**TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT, WITH CHIEF  
REASONS FOR NON-ENTITLEMENT**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of September 1954	Month of August 1954	Month of September 1953
Benefit year not established.....	9,314	8,513	7,443
Claimants Disqualified*—			
Not unemployed.....	2,304	7,057	4,840
Not capable of and not available for work.....	2,278	2,188	1,505
Loss of work due to a labour dispute.....	188	787	446
Refused offer of work and neglected opportunity to work.....	1,126	1,027	858
Discharged for misconduct.....	740	865	738
Voluntarily left employment without just cause.....	5,154	5,072	4,891
Failure to fulfil additional conditions imposed upon certain married women..	1,516	1,313	1,169
Other reasons†.....	1,868	1,670	1,811
Total.....	24,578	28,492	23,501

\* \* Data for September 1954 include 5,169 on revised claims.

† These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-5.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month:	Total	Employed	Claimants*
1953 -			
August	3,190,000	3,001,100	188,900
July	3,180,000	2,980,500	199,500
June	3,150,000	2,902,200	247,800
May	3,161,000	2,822,600	338,400
April	3,317,000	2,805,300	511,700†
March	3,342,000	2,829,400	512,600†
February	3,339,000	2,844,200	494,800†
January	3,328,000	2,937,000	391,000†
1952 -			
December	3,270,000	3,037,500	238,500
November	3,230,000	3,076,400	153,600
October	3,220,000	3,100,600	119,400
September	3,197,000	3,085,700	111,300
August	3,171,000	3,060,100	110,900

\* Ordinary claimants on the live unemployment register on last working day of preceding month.

† Includes supplementary benefit claimants.



TABLE E-6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO OCTOBER 31, 1954

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS			DISBURSEMENTS			Balance in Fund	
	CONTRIBUTIONS (Gross less refunds)			Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS		
	Government		Fines					
	Employer and Employee				Ordinary	Supplementary Classes 1 and 2		Total
	\$	\$	\$	\$	\$	\$	\$	
TO 1950.....	644,786,331 88	128,886,931 60	41,539 99	61,989,796 65	835,704,600 12	252,319,395 71	738,233 89	582,846,972 52
1951.....	128,744,248 84	25,796,703 41	31,656 36	15,630,847 06	170,206,455 81	83,082,101 75	5,190,949 79	664,580,376 79
1952.....	153,837,858 49	30,805,704 77	33,514 00	19,046,503 98	203,773,411 24	86,559,677 68	4,594,758 92	778,198,351 43
1953.....	155,184,595 03	31,036,836 18	36,083 84	22,930,797 44	209,208,254 59	128,814,174 79	7,008,269 57	851,589,164 66
1954.....	158,673,276 19	31,735,867 91	36,833 77	26,094,504 24	216,540,482 11	174,619,903 03	12,231,610 40	881,274,133 34
TO 1954.....	1,241,276,310 43	248,262,043 87	182,460 20	145,712,389 37	1,635,433,203 87	724,395,250 96	29,763,819 57	881,274,133 34
April.....	13,983,783 36	2,791,191 90	2,925 75	2,203,262 63	18,981,163 64	25,364,305 38	4,456,593 48	870,434,398 12
May.....	13,115,221 43	2,610,732 42	2,200 00	2,197,571 44	17,925,725 39	20,667,662 24	421,700 95	867,240,700 22
June.....	12,114,552 80	2,439,791 98	3,807 50	2,310,828 32	16,868,980 60	15,085,298 51	15,677 10	868,408,795 21
July.....	13,281,935 03	2,655,065 24	3,532 00	2,234,212 08	18,175,344 35	12,747,220 26	Cr 40,499 11	873,877,418 41
August.....	13,615,432 46	2,733,155 47	2,809 70	2,399,045 16	18,571,442 88	12,054,699 35	Cr 3,811 25	880,397,973 19
September.....	13,405,932 09	2,682,046 01	2,446 00	2,194,038 40	18,285,462 80	12,384,955 82	Cr 3,041 95	886,302,121 82
October.....	*13,188,619 96	2,697,227 27	3,268 80	2,240,494 14	18,069,610 17	11,765,383 36	Cr 493 80	892,606,546 63
Sub-Total.....	92,705,477 13	18,540,810 29	29,989 84	15,610,452 17	126,877,729 43	110,698,834 92	4,846,180 92	892,606,546 63
Total.....	1,333,981,787 56	266,802,854 16	203,450 04	161,322,841 54	1,762,310,933 30	835,094,085 88	34,610,000 49	892,606,546 63

\* Stamps \$6,039,380.56. Meter \$1,524,972.30. Bulk \$5,517,681.36. D. V. A. \$106,585.71. Total \$13,188,619.96.

# F—Prices

TABLE F-1. TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX  
FROM JANUARY 1949 TO NOVEMBER 1954

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—January.....	99.8	100.8	99.2	99.7	99.9	98.9
February.....	99.7	99.7	99.3	99.7	100.2	99.4
March.....	99.4	98.7	99.2	100.0	100.1	99.5
April.....	99.3	98.1	99.6	100.2	100.1	99.5
May.....	99.2	97.9	99.7	100.3	99.8	99.8
June.....	99.6	99.2	99.7	100.3	99.7	99.8
July.....	100.0	100.2	100.3	100.3	99.7	99.8
August.....	100.4	101.3	100.2	100.1	99.9	99.9
September.....	100.4	101.2	100.5	100.2	99.6	100.9
October.....	100.6	100.8	100.5	99.8	100.6	101.0
November.....	101.0	101.9	100.8	99.7	100.5	101.0
December.....	100.8	100.3	101.0	99.7	100.4	101.1
Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—January.....	100.1	98.1	101.1	99.6	100.6	102.0
February.....	100.2	98.4	101.1	99.5	100.0	102.2
March.....	100.9	98.8	104.7	98.9	100.8	102.2
April.....	101.2	99.8	104.0	99.2	101.2	102.2
May.....	101.2	99.3	105.1	99.1	101.1	102.2
June.....	101.9	100.9	105.0	99.1	101.5	102.3
July.....	102.7	102.6	107.4	99.1	101.6	102.4
August.....	103.3	103.8	107.8	99.3	102.6	102.5
September.....	104.3	105.4	108.7	99.9	103.4	103.0
October.....	105.9	107.6	109.0	100.6	104.6	105.2
November.....	106.4	108.4	109.5	101.0	105.1	105.4
December.....	106.6	108.4	109.6	101.3	105.5	105.7
Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—January.....	107.7	109.9	110.0	102.6	107.1	107.4
February.....	109.1	111.0	110.4	105.1	108.6	108.0
March.....	109.8	114.1	111.5	106.7	110.5	108.4
April.....	111.7	115.3	111.8	108.5	111.1	108.6
May.....	112.2	114.3	112.4	109.0	112.7	110.4
June.....	113.7	115.8	115.2	109.6	113.8	111.8
July.....	114.6	117.9	115.6	109.7	114.3	112.2
August.....	115.5	119.0	114.6	110.7	115.1	113.4
September.....	116.5	120.5	117.2	111.9	115.5	113.6
October.....	117.1	121.1	117.8	111.1	115.8	114.1
November.....	117.9	122.5	118.2	114.5	115.9	114.8
December.....	118.1	122.5	118.2	115.2	116.4	115.9
Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—January.....	118.2	122.4	118.3	114.9	116.4	115.5
February.....	117.6	120.8	118.3	113.5	116.3	115.8
March.....	116.9	117.6	119.1	112.9	116.9	116.4
April.....	116.8	117.2	119.4	112.5	116.8	116.6
May.....	115.9	115.5	119.6	112.3	116.2	115.6
June.....	116.0	115.7	120.4	111.8	115.9	115.7
July.....	116.1	116.0	120.6	111.7	115.9	115.6
August.....	116.0	115.7	120.6	111.6	115.8	115.8
September.....	116.1	115.8	121.2	110.9	116.0	115.8
October.....	116.0	115.1	121.6	109.9	116.2	116.4
November.....	116.1	115.7	121.4	109.8	115.9	116.6
December.....	115.8	114.1	122.2	109.7	116.1	116.6
1953—January.....	115.7	113.5	122.3	109.7	116.5	116.7
February.....	115.5	112.7	122.5	109.6	116.6	116.7
March.....	114.8	111.6	122.5	109.7	116.7	115.2
April.....	114.6	110.9	122.7	109.7	116.9	115.0
May.....	114.4	110.1	122.9	110.1	116.5	115.1
June.....	114.9	111.4	123.6	110.1	116.6	115.1
July.....	115.4	112.7	123.9	110.3	117.0	115.2
August.....	115.7	112.8	124.1	110.4	117.2	115.8
September.....	115.2	114.0	124.2	110.4	117.4	115.9
October.....	115.7	115.6	124.5	110.2	117.5	116.0
November.....	115.2	113.4	125.0	110.3	117.4	116.3
December.....	115.8	112.1	125.2	110.2	117.4	116.3
1954—January.....	115.7	111.6	125.4	110.1	117.5	116.4
February.....	115.7	111.7	125.4	110.0	117.5	116.5
March.....	115.5	110.7	125.6	109.8	117.6	116.6
April.....	115.6	110.4	125.6	109.9	118.1	117.2
May.....	115.5	110.2	125.8	109.9	117.3	117.5
June.....	116.1	112.0	126.4	109.7	117.1	117.5
July.....	116.2	112.1	126.6	109.6	117.2	117.6
August.....	117.0	114.4	127.0	109.6	117.2	117.7
September.....	116.8	113.8	127.2	109.5	117.2	117.6
October.....	116.8	113.8	127.4	108.4	117.3	117.9
November.....	116.8	113.4	127.9	108.2	117.2	118.2

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF OCTOBER, 1954**

(1949=100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	Oct. 1, 1953	Sept. 1, 1954	Oct. 1, 1954					
(1) St. John's, Nfld.....	102.8	103.4	103.0	101.3	107.5	101.9	103.3	103.5
Halifax.....	114.0	114.8	114.6	108.4	123.3	115.2	119.0	116.1
Saint John.....	116.1	117.7	117.6	113.8	122.1	117.9	116.4	123.0
Montreal.....	117.4	116.6	117.0	115.0	134.0	107.3	116.0	116.8
Ottawa.....	116.4	116.9	117.3	113.8	129.7	111.8	116.4	119.1
Toronto.....	118.4	118.8	118.9	111.9	142.5	110.5	116.5	119.1
Winnipeg.....	115.0	115.7	115.5	111.7	124.4	113.1	113.5	117.6
Saskatoon-Regina.....	114.3	115.1	115.2	114.1	114.9	116.4	118.4	113.0
Edmonton-Calgary.....	115.3	115.7	115.6	112.7	120.9	112.8	115.5	118.3
Vancouver.....	116.7	118.1	118.6	113.5	125.8	112.7	125.5	121.3

N.B.—Indexes above measure percentage changes in prices overtime in each city, and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base—June 1951=100.



TABLE F-3.—PRICE RELATIVES OF STAPLE FOOD ITEMS

Base (1949=100)

Average Urban Retail Price Relatives for Canada with Corresponding Average Prices for Latest Month

Source: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	Dec. 1945	Year 1951	Oct. 1951	Year 1952	Oct. 1952	Year 1953	Oct. 1953	Sept. 1954	Oct. 1954	Price Oct. 1954
Beef, sirloin steak.....	lb.	47.4	61.0	142.5	151.6	132.7	123.1	113.0	112.2	116.6	115.0	91.0
Beef, round steak.....	lb.	44.1	56.1	142.9	151.0	133.3	122.8	112.0	110.0	112.6	111.3	74.6
Beef, blade.....	lb.	43.7	52.7	151.3	152.0	133.5	119.7	108.2	100.3	107.1	104.1	48.9
Beef, stewing, boneless.....	lb.	41.0	48.5	155.3	161.0	142.5	126.3	115.2	100.4	107.9	106.1	46.6
Lamb, leg roast.....	lb.	42.2	60.3	170.1	171.6	126.7	111.7	112.2	104.7	109.1	107.8	68.2
Pork, fresh loin, centre-cut.....	lb.	53.3	61.2	114.5	125.4	99.9	102.3	113.7	121.6	113.6	105.9	68.2
Pork, fresh shoulder, back off.....	lb.	59.2	81.2	117.9	118.5	101.7	101.7	104.8	111.8	101.1	94.9	45.6
Bacon, side, fancy, sliced, rind off.....	lb.	56.2	81.2	65.4	102.9	78.4	73.9	104.9	127.2	106.5	102.9	43.6
Lard, pure, paraffine.....	lb.	69.7	73.6	121.1	118.1	72.5	62.2	88.4	115.5	105.2	102.5	25.0
Shortening, package.....	lb.	57.4	58.6	112.4	119.6	92.3	87.7	87.4	88.6	92.3	94.7	25.0
Eggs, grade "A", large, carton.....	doz.	77.3	91.1	115.5	121.5	65.9	114.8	104.3	134.3	102.4	102.4	61.9
Milk.....	qt.	67.3	57.8	110.0	115.5	115.4	115.5	115.5	115.7	115.5	115.5	21.1
Butter, creamery, prints.....	lb.	59.2	61.4	104.9	105.7	102.4	97.3	100.7	100.7	105.1	95.4	62.3
Cheese, plain, process, 1 lb.....	pkg.	73.2	72.6	111.1	114.8	115.9	114.4	114.5	111.1	112.7	112.7	32.0
Bread, plain, white, wrapped, sliced.....	lb.	69.7	69.7	115.5	119.7	115.3	118.7	121.5	121.5	125.8	124.8	12.5
Flour, all-purpose.....	lb.	53.4	50.8	100.9	117.6	105.9	104.7	108.9	111.6	106.9	103.0	7.6
Corn Flakes, 5 oz.....	pkg.	61.6	69.9	113.8	115.9	122.4	123.2	123.2	123.2	123.2	123.2	17.4
Tomatoes, canned 2 1/2's.....	tin	54.3	57.2	115.0	123.0	143.6	135.6	121.8	116.6	103.7	107.2	21.5
Peas, 20 oz.....	tin	77.9	83.4	107.2	112.2	115.9	115.5	120.0	120.1	119.5	119.5	21.0
Corn, cream, choice, 20 oz.....	tin	63.5	79.7	95.9	97.0	103.2	103.6	96.3	94.7	94.1	94.6	17.0
Onions, cooking.....	lb.	63.9	81.8	99.4	102.9	104.6	102.0	119.8	104.7	118.2	104.7	9.0
Potatoes, N. 1, table.....	10 lbs.	53.1	94.1	99.9	100.8	104.9	107.3	111.5	89.3	115.5	115.5	40.6
Raisins, seedless, bulk or in bag.....	doz.	80.0	81.6	127.5	141.7	134.9	139.0	135.2	136.0	132.6	132.6	23.4
Oranges, California.....	doz.	59.2	107.7	109.6	112.3	103.3	105.1	94.8	93.7	134.3	138.0	43.6
Jam, Strawberry, 16 oz.....	jar	74.9	79.7	114.0	114.8	110.6	106.9	104.5	105.6	108.2	109.1	25.3
Peaches, 15 oz.....	tin	69.9	73.5	105.5	109.0	104.4	102.6	97.7	90.5	100.6	100.1	29.7
Sugar, granulated, bulk or in bag.....	lb.	57.5	129.8	134.1	134.1	121.0	112.7	117.8	106.2	100.8	99.7	9.2
Coffee, medium quality, in bag.....	lb.	72.7	69.4	163.2	165.3	163.0	161.1	164.1	166.8	208.5	204.7	125.5
Tea, black, 1/2 lb.....	pkg.	54.3	73.7	104.2	105.1	104.9	104.5	85.1	97.3	108.5	108.9	53.4

\*Description and Units of Sale apply to October, 1954 Prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

Source: Dominion

Locality	Beef					Pork		Bacon, side, fancy, sliced, rind-off, per ½ lb. pkg.	Sausage, pure pork, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Blade roast, (blade removed), per lb.	Stewing, boneless, per lb.	Hamburger, per lb.	Fresh loin, centre cut, chops, per lb.	Fresh shoulder roast, neck-off, per lb.		
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	99.4	.....	66.3 <sup>a</sup>	47.9	63.7	80.1	76.5	45.0	59.5
<b>P.E.I.—</b>									
2—Charlottetown.....	72.9	65.8	55.2	42.1	39.7	65.1	49.8	42.5	48.1
<b>Nova Scotia—</b>									
3—Halifax.....	83.4	72.0	46.1 <sup>a</sup>	48.3	45.1	66.8	50.3	49.0	57.6
4—Sydney.....	76.8	71.4	50.3 <sup>a</sup>	48.9	47.3	67.6	49.2	46.9	50.1
<b>New Brunswick—</b>									
5—Moncton.....	74.7	67.7	49.8	45.7	41.8	69.0	49.0	47.4	51.7
6—Saint John.....	77.5	69.8	50.4 <sup>a</sup>	51.1	43.2	70.8	50.4	49.5	50.4
<b>Quebec—</b>									
7—Chicoutimi.....	83.0	83.0	56.8	43.8	43.0	66.3	57.7	47.8	44.8
8—Hull.....	73.5	73.2	47.7	47.5	39.3	67.0	48.0	39.6	55.1
9—Montreal.....	89.2	83.6	46.2 <sup>a</sup>	50.0	40.4	66.4	44.2	41.4	58.8
10—Quebec.....	84.8	78.5	43.8 <sup>a</sup>	43.4 <sup>a</sup>	44.9	58.2	44.8	41.6	52.0
11—Sherbrooke.....	82.9	79.3	51.5	51.3	35.7	64.6	47.2	43.8	40.8
12—Sorel.....	76.5	71.2	51.3	41.1	41.7	64.0	49.1	45.1	58.0
13—Three Rivers.....	91.2	77.5	42.8	43.2	39.1	64.1	48.1	44.2	58.6
<b>Ontario—</b>									
14—Brantford.....	73.7	70.6	52.8	47.4	38.7	68.1	44.3	46.4	53.6
15—Cornwall.....	73.3	69.4	43.6 <sup>a</sup>	46.5	38.3	63.5	48.0	42.9	56.5
16—Fort William.....	75.9	72.9	49.7 <sup>a</sup>	52.6	42.0	60.2	.....	46.8	52.7
17—Hamilton.....	79.5	74.0	49.0	50.8	40.5	71.2	44.0	47.0	51.2
18—Kirkland Lake.....	78.5	75.2	48.7	50.0	42.5	66.8	49.8 <sup>d</sup>	51.7	60.5
19—London.....	77.8	74.1	49.7	48.7	41.6	66.8	43.9	46.0	53.6
20—North Bay.....	75.7	74.3	46.3	42.8	40.5	63.3	44.3	47.8	49.7
21—Oshawa.....	74.2	71.8	46.0	46.3	38.7	70.4	40.9	45.0	47.9
22—Ottawa.....	76.4	71.3	48.3	49.2	36.9	68.1	44.0	41.3	56.8
23—Sault Ste. Marie.....	77.3	76.5	50.0 <sup>a</sup>	55.3	50.5	68.2	53.2 <sup>d</sup>	46.5	55.7
24—Sudbury.....	69.6	69.6	49.5 <sup>a</sup>	50.1	38.3	63.6	51.8 <sup>d</sup>	43.9	51.6
25—Toronto.....	81.2	75.6	54.2 <sup>a</sup>	50.7	40.4	66.8	40.7 <sup>d</sup>	44.1	48.2
26—Windsor.....	73.1	67.8	47.2 <sup>a</sup>	51.4	40.1	70.6	50.4 <sup>d</sup>	46.6	54.5
<b>Manitoba—</b>									
27—Winnipeg.....	75.9	69.1	50.8	47.9	43.6	64.3	47.7 <sup>d</sup>	42.6	47.7
<b>Saskatchewan—</b>									
28—Regina.....	75.2	69.0	50.0 <sup>a</sup>	48.7	40.0	62.7	52.9 <sup>d</sup>	48.3	54.2
29—Saskatoon.....	79.2	77.4	53.2 <sup>a</sup>	58.3	47.7	61.8	51.3 <sup>d</sup>	46.8	51.9
<b>Alberta—</b>									
30—Calgary.....	79.4	70.8	54.8	52.6	40.8	61.1	51.9 <sup>d</sup>	44.1	51.4
31—Edmonton.....	73.2	67.5	45.5 <sup>a</sup>	49.5	38.6	57.5	40.8	44.9	45.1
<b>British Columbia—</b>									
32—Prince Rupert.....	89.8	82.6	56.6 <sup>a</sup>	56.4	42.8	72.4	60.8	51.4	62.0
33—Trail.....	81.7	75.0	61.5	55.5	.....	72.0	51.7 <sup>d</sup>	48.6	60.0
34—Vancouver.....	93.6	78.6	58.1	57.2	44.9	71.7	55.2 <sup>d</sup>	47.9	54.4
35—Victoria.....	93.4	81.2	58.7	58.0	51.3	70.4	54.6	46.8	53.3

# FOODS AND COAL BY CITIES, OCTOBER, 1954

Bureau of Statistics

Locality	Lamb, leg roast, per lb.	Flour, white, all- purpose, per lb.	Bread, plain white, wrapped, sliced, per lb.	Corn flakes, per 8 oz. pkg.	Sugar, granulated, per lb.	Jam, strawberry, with pectin, per 32 oz. jar.	Eggs, fresh, Grade "A" large, carton, per doz.	Milk, fresh, per quart.	Butter, creamery, first grade, per 1 lb. print.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>Newfoundland—</b>									
1—St. John's.....		8-3	12-7	20-4	10-6	57-2	76-2	32-0	73-5
<b>P.E.I.—</b>									
2—Charlottetown.....	72-2	8-8	14-4	19-3	9-9	52-2	60-2	17-0	64-6
<b>Nova Scotia—</b>									
3—Halifax.....	70-2	8-5	12-8	18-6	8-8	51-1	66-9	20-5	64-3
4—Sydney.....	68-9	8-6	14-0	19-3	10-0	51-1	69-4	22-0	65-6
<b>New Brunswick—</b>									
5—Moncton.....	62-3	8-3	15-6	18-6	9-3	52-7	65-0	20-0	64-1
6—Saint John.....	71-7	8-3	13-3	18-9	8-9	49-5	69-9	21-0	65-4
<b>Quebec—</b>									
7—Chicoutimi.....		8-4	16-0	19-3	9-5	55-7	68-2	20-0	59-9
8—Hull.....		7-8	12-7	17-6	9-4	46-6	68-0	22-0	59-9
9—Montreal.....	71-8	7-8	12-7	17-3	8-6	50-1	68-8	20-0	60-4
10—Quebec.....	77-0	7-7	12-5	17-7	8-9	52-7	69-5	20-0	62-1
11—Sherbrooke.....	74-8	7-7	13-1	17-9	8-6	50-0	69-1	20-0	60-1
12—Sorel.....		7-7	12-7	18-0	8-8	47-6	62-1	19-0	59-1
13—Three Rivers.....		8-0	12-7	17-4	9-3	50-6	67-6	19-0	58-9
<b>Ontario—</b>									
14—Brantford.....	72-2	8-0	12-7	17-6	9-3	45-3	66-9	21-0	62-4
15—Cornwall.....		7-7	12-7	18-2	9-2	46-9	67-6	20-0	60-8
16—Fort William.....		7-9	14-0	19-0	9-8	53-2	64-0	23-0	62-7
17—Hamilton.....	79-9	8-2	12-7	17-6	9-4	46-5	69-2	22-0	63-2
18—Kirkland Lake.....	70-3	7-9	12-0	18-7	10-1	51-8	70-8	25-0	62-0
19—London.....	80-9	8-0	12-7	17-5	9-5	46-9	61-3	21-0	63-3
20—North Bay.....		8-2	13-0	19-1	10-2			22-0	63-8
21—Oshawa.....	79-7	7-8	12-7	17-6	9-2	45-3	68-0	21-0	60-9
22—Ottawa.....	73-0	8-0	12-7	17-4	9-2	47-7	71-8	21-6	61-7
23—Sault Ste. Marie.....		8-4	13-3	19-3	10-3	49-6	67-2	23-0	62-9
24—Sudbury.....	68-5	8-0	13-3	18-2	9-8	48-6	67-8	23-0	62-8
25—Toronto.....	71-0	7-7	12-7	17-4	8-8	44-5	65-5	22-0	62-1
26—Windsor.....	71-0	8-1	12-7	17-7	9-3	49-2	66-7	22-0	62-6
<b>Manitoba—</b>									
27—Winnipeg.....	71-0	7-4	15-0	17-8	10-6	70-1	62-2	21-0	61-6
<b>Saskatchewan—</b>									
28—Regina.....	73-6	8-0	14-4	18-4	11-5	68-4	60-0	20-0	60-4
29—Saskatoon.....		7-8	13-6	17-8	13-0	67-5	59-7	20-5	61-1
<b>Alberta—</b>									
30—Calgary.....	72-4	7-5	14-4	18-1	11-0	65-1	62-0	21-0	63-1
31—Edmonton.....	71-8	7-7	14-4	17-9	11-1	64-7	59-5	20-0	65-3
<b>British Columbia—</b>									
32—Prince Rupert.....	87-0	8-5	14-0	18-8	10-7	64-0	66-4	31-0	67-1
33—Trail.....	81-7	8-3	17-0	18-2	11-0	68-4	69-4	23-0	66-2
34—Vancouver.....	75-2	7-9		17-8	9-3	59-6	58-8	21-4	66-0
35—Victoria.....	83-5	7-8	16-0	17-9	9-6	61-4	63-1	24-0	66-6



TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Cheese, plain, processed, per ½ lb. pkg.	Margarine, per 1 lb. pkg.	Lard, pure, per 1 lb. pkg.	Shortening, per 1 lb. pkg.	Salmon, canned, fancy pink, per ½ lb. flat	Orange juice, unsweetened, per 20 oz. tin	Peaches, choice, halves, per 15 oz. tin	Canned Vegetables		
								Tomatoes, choice, 2½" (28 oz.) per tin	Pears, choice, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—St. John's.....	35-3	32-1	.....	34-8	.....	18-9	48-7	26-6	25-0	22-3
<b>P.E.I.—</b>										
2—Charlottetown.....	36-8	.....	29-1	32-1	27-7	19-6	21-0	24-1	23-3	21-4
<b>Nova Scotia—</b>										
3—Halifax.....	35-6	40-4	28-6	31-0	28-0	18-4	22-6	22-8	23-5	19-3
4—Sydney.....	36-4	38-7	26-7	30-4	26-2	21-5	23-2	24-0	23-2	20-4
<b>New Brunswick—</b>										
5—Moncton.....	36-2	37-6	28-0	30-9	26-1	19-2	23-3	22-3	22-4	18-7
6—Saint John.....	36-5	39-0	29-7	30-9	26-8	17-0	22-0	22-6	24-2	18-1
<b>Quebec—</b>										
7—Chicoutimi.....	35-7	.....	29-2	33-2	26-2	18-2	.....	22-3	22-7	20-0
8—Hull.....	32-2	.....	25-5	29-2	24-8	17-5	19-5	21-0	21-0	15-7
9—Montreal.....	33-0	.....	25-5	30-2	25-6	17-3	19-9	22-2	20-8	19-0
10—Quebec.....	34-4	.....	27-8	31-3	25-9	17-3	20-4	21-1	21-0	18-0
11—Sherbrooke.....	34-1	.....	25-0	29-4	25-7	17-4	21-8	19-2	20-8	19-6
12—Sorel.....	33-4	.....	26-6	29-5	25-9	17-3	21-8	20-1	19-7	16-6
13—Three Rivers.....	33-6	.....	25-0	29-8	25-8	17-6	.....	20-2	20-9	19-4
<b>Ontario—</b>										
14—Brantford.....	32-9	39-5	25-7	29-4	25-2	18-7	21-0	21-7	21-2	17-6
15—Cornwall.....	33-8	37-3	27-7	29-4	26-1	18-3	20-1	20-7	20-2	16-9
16—Fort William.....	35-8	36-9	26-4	30-3	26-8	19-6	20-9	22-5	22-2	18-5
17—Hamilton.....	33-2	39-3	26-1	30-9	25-5	19-1	21-3	21-6	21-4	16-2
18—Kirkland Lake.....	33-6	37-4	27-0	30-6	25-8	19-1	.....	22-8	22-5	18-2
19—London.....	33-1	39-1	27-5	29-7	24-9	18-0	21-2	23-0	20-6	17-5
20—North Bay.....	34-0	39-0	30-7	30-8	28-5	18-5	.....	22-0	21-2	16-9
21—Oshawa.....	33-0	39-5	26-9	29-2	23-5	18-0	20-2	20-8	20-3	16-6
22—Ottawa.....	32-9	39-5	27-1	30-3	25-2	18-2	21-0	21-0	21-8	17-2
23—Sault Ste. Marie.....	34-4	39-9	28-2	31-1	25-4	17-4	.....	22-0	23-4	17-9
24—Sudbury.....	33-0	37-3	27-0	29-2	24-0	18-4	.....	22-2	21-8	16-1
25—Toronto.....	32-4	39-3	26-6	29-8	24-1	17-4	21-2	21-3	21-1	17-0
26—Windsor.....	33-0	39-6	26-8	30-6	24-5	19-0	21-6	19-2	m 16-8	m 15-7
<b>Manitoba—</b>										
27—Winnipeg.....	35-4	41-1	23-9	29-2	25-9	18-4	22-0	22-9	m 16-4	17-9
<b>Saskatchewan—</b>										
28—Regina.....	36-1	41-0	23-8	32-0	27-3	19-4	23-1	24-4	23-3	18-8
29—Saskatoon.....	35-1	39-3	23-6	31-4	26-1	19-8	22-7	23-2	23-4	19-6
<b>Alberta—</b>										
30—Calgary.....	34-3	39-7	21-0	31-2	25-4	19-2	22-6	25-3	20-2	19-7
31—Edmonton.....	34-9	41-7	23-2	32-6	26-3	20-0	23-0	25-0	22-9	20-4
<b>British Columbia—</b>										
32—Prince Rupert.....	37-8	40-5	27-0	33-0	25-0	22-9	24-9	28-2	m 18-6	m 17-2
33—Trail.....	36-8	40-6	26-0	34-3	25-0	21-6	23-2	27-8	m 19-4	m 19-0
34—Vancouver.....	35-6	39-6	25-7	30-2	23-5	18-6	22-0	25-7	m 15-7	m 15-2
35—Victoria.....	35-1	40-1	25-9	30-8	23-0	18-3	22-0	24-2	m 17-8	m 16-2

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Including cuts with bone-in. (d) Including butts. (e) Local. (f) Imported. (g) Mixed-carton and loose. (h) Evaporated

# FOODS AND COAL BY CITIES, OCTOBER, 1954

Bureau of Statistics

Locality	Oranges, California, 28½ s, per doz.	Bananas, yellow, per lb.	Potatoes, Canadian, No. 1, per 10 lbs.	Onions, No. 1 cooking, per lb.	Beans, baked with pork (15 oz.)	Raisins, seedless, Australian, per lb.	Tea, black, medium quality, per ½ lb. pkg.	Coffee, medium quality, in bags, per lb.	Coal	
									Anthracite, per ton	Bituminous, per ton
<b>Newfoundland—</b>	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$
1—St. John's.....	51.3	27.5	52.7	10.4	19.3	k 25.9	w 65.4	v 142.0	.....	22.87
<b>P.E.I.—</b>						n		v		
2—Charlottetown.....	44.7	23.4	33.1	8.2	19.2	27.2	54.2	135.7	.....	17.50
<b>Nova Scotia—</b>						n		v		
3—Halifax.....	51.9	22.4	46.0	7.2	20.3	23.5	55.1	137.4	.....	19.50
4—Sydney.....	52.8	24.4	41.5	7.2	19.2	25.5	55.2	144.4	.....	13.60
<b>New Brunswick—</b>						n		v		
5—Moncton.....	51.9	23.0	39.1	7.4	19.8	25.0	53.8	135.0	.....	19.50
6—Saint John.....	51.3	22.5	39.6	8.1	20.4	27.5	57.4	143.9	.....	19.69
<b>Quebec—</b>						n		v		
7—Chicoutimi.....	49.5	19.6	34.0	10.6	20.0	27.1	60.0	139.0	28.50	.....
8—Hull.....	44.4	19.0	41.5	9.3	14.6	25.0	56.1	139.0	26.50	.....
9—Montreal.....	46.5	17.0	38.4	9.6	16.8	24.6	51.8	129.8	26.48	.....
10—Quebec.....	46.8	18.4	33.6	9.6	17.1	25.5	55.1	136.0	28.75	.....
11—Sherbrooke.....	52.2	17.9	36.8	8.0	17.8	24.1	57.1	135.8	26.00	.....
12—Sorel.....	45.6	17.1	40.1	9.7	16.7	23.4	56.2	135.9	26.50	.....
13—Three Rivers.....	50.1	18.8	37.7	9.3	15.7	24.8	56.3	135.0	25.50	.....
<b>Ontario—</b>						n				
14—Brantford.....	48.9	19.1	45.5	6.9	17.2	23.5	54.9	128.6	25.40	.....
15—Cornwall.....	45.6	19.0	41.1	8.3	17.7	25.4	56.1	133.4	28.50	.....
16—Fort William.....	48.9	20.8	45.4	7.5	19.4	26.0	54.2	130.5	26.75	.....
17—Hamilton.....	47.4	19.8	44.7	8.4	18.3	23.2	54.8	128.9	25.06	.....
18—Kirkland Lake.....	55.2	20.2	50.2	9.1	20.9	25.6	57.8	133.8	30.25	.....
19—London.....	48.9	19.0	41.8	7.7	16.4	22.2	54.5	132.8	26.00	.....
20—North Bay.....	48.9	20.6	45.2	8.3	.....	24.0	55.0	144.5	28.75	.....
21—Oshawa.....	46.2	20.3	38.6	7.4	15.6	23.0	57.3	126.8	25.70	.....
22—Ottawa.....	47.1	19.0	42.6	8.6	17.0	24.9	54.9	130.4	26.50	.....
23—Sault Ste. Marie.....	48.9	20.9	49.7	9.4	.....	24.2	57.4	130.6	26.00	.....
24—Sudbury.....	51.0	20.2	47.0	9.1	.....	24.7	52.0	127.8	27.95	.....
25—Toronto.....	45.0	18.5	39.0	7.4	17.6	24.0	54.0	126.9	24.06	.....
26—Windsor.....	44.4	19.1	42.2	7.6	18.2	24.4	55.0	128.8	26.00	.....
<b>Manitoba—</b>						n				
27—Winnipeg.....	51.9	21.5	32.2	6.4	17.3	27.2	53.1	125.1	.....	21.15
<b>Saskatchewan—</b>										
28—Regina.....	52.2	23.4	46.9	9.4	18.4	26.2	54.7	127.0	.....	18.50
29—Saskatoon.....	57.0	23.8	53.7	10.6	18.9	24.6	51.5	125.1	.....	17.98
<b>Alberta—</b>						n				
30—Calgary.....	54.9	24.1	45.5	9.2	16.9	24.7	53.6	122.9	.....	.....
31—Edmonton.....	54.6	23.4	52.5	10.2	17.0	25.2	52.7	130.2	.....	8.58
<b>British Columbia—</b>						n				
32—Prince Rupert.....	51.0	24.9	52.0	9.3	14.4	25.7	55.0	125.8	.....	22.90
33—Trail.....	47.1	24.4	51.0	9.2	14.5	27.3	52.7	126.0	.....	19.75
34—Vancouver.....	44.1	19.8	46.2	8.2	15.6	23.3	53.2	124.9	.....	21.02
35—Victoria.....	50.4	20.4	44.7	8.5	14.2	23.7	51.3	125.1	.....	22.25

milk, 17.0c. per 16 oz. tin. (k) Californian, (m) 15 oz. tin. (n) Mixed-Californian and Australian. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.—INDEX NUMBERS OF CONSUMER PRICES IN CANADA AND OTHER SPECIFIED COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	(Consumer Price Index Dominion Bureau of Statistics)	(Consumer Price Index Bureau of Labor Statistics)	(Cost of Living Mexico City)	(Index of Retail Prices, Ministry of Labour)	(Retail Price Index, Statistique Generale)	(Cost of Living)	(Consumption Price Index)	(Cost of Living, Federal Labour Department)	(Cost of Living)	(Cost of Living, Census Statistics Office)	(Interim Retail Price Index, Commonwealth Statistician)	(Retail Price Index, Government Statistician)
Base Period	1949	1947-49	1939	January 1952	August 1953	1938	1935	August, 1939	June-Aug., 1939	1938	1952-53	1st quarter 1949=1000
Localities											6 Capital Cities	21 Towns
1933.....	(a) 58.5	(b) 55.3	100.0	(i) 140	(k) 151	.....	107.5	(c) 131	99	93.2	(d) .....	600
1939.....	63.2	59.4	100.0	(i) 138	(k) 178	.....	122.5	(e) 138	(k) 103	99.9	(p) 1029	748
1940.....	65.7	59.9	100.7	(i) 184	(k) 205	(m) 129	131.7	(e) 151	113	103.4	(p) 1051	782
1941.....	69.6	62.9	104.4	(i) 199	(k) 226	(m) 150	158.2	(e) 174	138	108.2	(p) 1111	810
1944.....	74.6	75.2	199.1	(i) 201	(k) 235	(m) 285	157.5	(e) 207	279	128.8	(p) 1270	872
1945.....	75.0	76.9	213.5	(i) 203	(k) 235	(m) 393	160.3	(e) 209	293	132.2	(p) 1270	884
1946.....	77.5	83.4	296.7	(i) 203	(k) 231	(m) 645	162.1	(e) 208	287	134.1	(p) 1278	891
1947.....	84.8	95.5	300.3	(i) 203	.....	.....	162.1	(e) 217	279	139.7	(p) 1309	919
1948.....	97.0	102.8	318.9	(i) 108	(i) 90	(m) 1632	172.4	(e) 224	281	147.8	(p) 1362	992
1949.....	100.0	101.8	336.0	(i) 111	(i) 100	(m) 1818	175.9	(e) 224	278	153.2	(p) 1528	1069
1950.....	102.9	102.8	356.2	(i) 114	(i) 101	(m) 1945	177.7	.....	293	159.3	(p) 1669	1066
1951.....	113.7	111.0	401.0	(i) 124	(i) 109	130.1	207.5	159.1	319	171.0	(p) 1906	1183
1952.....	116.5	113.5	455.7	(i) 105	(i) 125	115.4	223.0	166.7	317	185.9	(p) 2337	1275
1953.....	115.5	114.4	451.2	105.4	.....	554.6	221.1	169.3	(n) 296.0	192.4	100.0	1333
1953 March.....	114.8	113.7	449.1	106.1	(i) 125	5613	224.4	169.8	299.2	189.4	100.4	1397
April.....	114.6	113.7	449.1	106.1	.....	5668	224.2	168.8	299.0	190.7	.....	.....
May.....	114.9	114.0	448.6	106.6	(i) 126	5702	224.4	169.5	295.1	190.7	.....	.....
June.....	114.9	114.7	449.4	106.6	.....	5718	223.1	169.7	293.2	193.6	101.6	1322
July.....	115.4	114.7	447.5	106.6	.....	5693	223.3	189.5	293.2	192.7	.....	.....
August.....	115.0	115.0	450.6	105.9	100.0	143.1	224.0	180.2	294.8	195.8	102.4	1337
September.....	115.2	115.2	452.1	105.7	.....	5642	224.0	170.2	296.7	196.0	.....	.....
October.....	116.2	115.4	482.1	105.7	.....	5681	224.2	170.4	.....	196.0	.....	.....
November.....	116.2	115.0	498.2	106.0	100.1	5691	224.1	170.4	(o) 295.5	193.6	.....	.....
December.....	115.9	114.9	445.0	106.6	.....	5678	223.9	170.1	293.5	191.9	102.2	1360
1954 January.....	115.7	115.2	446.5	106.6	143.2	5688	224.4	169.8	291.5	192.9	.....	.....
February.....	115.7	115.2	445.4	106.6	99.4	5710	224.6	169.5	286.5	193.0	.....	.....
March.....	115.5	114.8	446.6	106.6	143.6	5693	225.6	169.4	288.1	194.0	102.7	1377
April.....	115.6	114.6	449.0	107.0	142.4	5729	228.3	169.6	286.1	194.9	.....	.....
May.....	115.5	115.0	461.9	106.7	99.5	5802	228.0	170.1	280.6	194.7	.....	.....
June.....	116.1	115.1	479.4	107.3	113.8	5859	228.0	170.5	279.3	195.5	102.7	1400
July.....	116.2	115.2	480.5	109.1	141.9	5871	.....	171.0	.....	195.0	.....	.....
August.....	117.0	115.0	483.2	108.4	141.7	.....	.....	171.7	.....	195.3	.....	.....
September.....	116.8	114.7	.....	.....	142.6	.....	.....	.....	.....	198.4	.....	1402
October.....	116.8	114.7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1918-49 on base June 1914=100. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Annual averages 1926-46 are on base July, 1914=100. (i) Years 1914-47 on base July 1914=100. 1947 average is for first half of year. (j) Series on June, 1947 base. (k) Average June-December. (l) Annual averages 1918-52 and monthly index May 1955 on base August 1917=100. (m) Annual averages 1939-1950 are on base 1938=100. (n) 1953 average is for eleven months. (o) Not available. (p) Annual averages 1929-52 are on base 1930-39=100.



**TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA**

(1935-1939=100)

(Source: Dominion Bureau of Statistics)

	1913	1918	1929	1933	1939	1952	1953	Sept. 1953	Aug. 1954	Sept. 1954
<b>All Commodities—</b>										
Classified According to Chief Component Material .....										
I. Vegetable Products .....	83.1	106.0	124.6	87.4	99.2	226.0	220.7	221.2	215.8	215.3
II. Animals and Their Products .....	79.8	175.6	125.7	81.4	80.1	210.3	109.0	109.6	197.1	194.2
III. Fibres, Textiles and Textile Products .....	94.4	100.3	145.2	79.1	100.6	248.2	241.7	245.6	229.7	228.9
IV. Wood, Wood Products and Paper .....	81.6	220.4	128.1	97.8	98.9	251.5	239.0	237.9	230.8	230.1
V. Iron and Its Products .....	88.7	123.7	130.3	87.2	107.5	294.0	288.6	287.6	287.6	284.0
*VI. Non-Ferrous Metals and Their Products .....	72.3	164.5	98.2	89.5	104.8	219.0	221.4	221.9	211.5	212.2
VII. Non-Metallic Minerals and Their Products .....	139.9	163.0	134.9	87.5	100.0	172.9	168.6	167.1	167.3	168.1
VIII. Chemicals and Allied Products .....	60.7	96.6	169.0	99.1	99.7	173.9	176.9	179.0	175.8	175.9
	79.8	149.5	120.2	102.4	100.3	180.1	175.7	175.3	176.7	176.7
<b>Classified According to Degree of Manufacture—</b>										
I. All Raw (or partly manufactured) .....	85.1	151.4	126.1	79.3	94.9	218.7	207.0	207.1	204.9	202.9
II. All Manufactured (fully or chiefly) .....	86.2	169.8	123.7	93.3	101.9	230.7	228.8	229.8	222.3	222.6
Non-Residential Building Materials (1949=100) .....					60.3	123.2	124.4	123.6	120.2	120.4
Residential Building Materials .....					102.3	284.8	282.6	280.9	278.0	278.6
Canadian Farm Products Total .....			112.4	89.0	92.6	250.2	219.5	208.9	207.9	204.1
Field .....			140.8	69.3	83.7	223.0	175.1	154.0	167.6	162.6
Animal .....			137.2	69.3	101.5	277.5	268.8	263.7	248.2	245.5
			144.4	69.2						

\* Gold is included from 1935 to date.  
The indexes for 1954 are subject to revision.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER,  
1953-1954†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Esti-mated Working Time
<b>1954*</b>						
January...	24†	24	10,619	10,619	156,969	0.19
February...	7	17	749	4,631	52,270	0.06
March...	12	18	1,107	1,722	13,945	0.02
April...	24	33	1,657	2,268	24,661	0.03
May...	7	20	2,032	3,341	31,040	0.04
June...	20	31	9,086	10,157	86,085	0.10
July...	15	29	4,410	6,607	54,111	0.07
August...	8	20	1,207	3,959	48,210	0.06
September...	14	21	8,597	9,815	127,582	0.15
October...	20	29	17,948	26,262	309,986	0.37
Cumulative totals.....	151		57,412		904,859	0.11
<b>1953</b>						
January...	14†	14	2,136†	2,136	31,050	0.04
February...	11	19	2,448	3,757	23,777	0.03
March...	12	20	4,479	5,405	32,998	0.04
April...	15	22	2,854	3,626	29,180	0.03
May...	17	30	2,740	4,752	36,097	0.04
June...	16	31	4,809	6,452	57,300	0.07
July...	17	32	4,653	7,399	73,898	0.09
August...	8	22	5,038	9,031	94,578	0.11
September...	27	41	13,499	17,012	126,306	0.15
October...	21	45	5,778	16,312	267,623	0.32
Cumulative totals.....	158		48,434		772,807	0.09

\* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER 1954<sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts in Progress Prior to October 1954				
MANUFACTURING—				
<i>Vegetable, Foods, etc.—</i> Bakery and confectionery workers, Vancouver, and Nanaimo, B.C.	7	471	2,800	Commenced July 8; for a new agree- ment providing for reduced hours from 38 to 35 per week and other changes, following reference to con- ciliation board; terminated Octo- ber 9; negotiations; compromise.
<i>Tobacco and Liquors—</i> Brewery workers, Regina, Sask.	1	130	2,600	Commenced July 30; for a new agree- ment providing for increased wages and other changes; untermiated.
<i>Textiles, Clothing etc.—</i> Hosiery factory workers, Richmond, Que.	1	34	405	Commenced September 20; protest- ing proposed reduction in piece- work rates; terminated October 19; negotiations; in favour of employer.
<i>Metal Products—</i> Hardware and brass prod- ucts factory workers, Stratford, Ont.	1	36*	400	Commenced August 13; for a new agreement providing for increased wages, following reference to con- ciliation board; terminated by October 20; conciliation; com- promise.
Farm implement factory workers, Toronto, Ont.	1	2,500	50,000	Commenced September 11; for a new agreement providing for increased wages and other changes, following reference to conciliation board; un- terminated.
Wire cloth factory workers, Niagara Falls, Ont.	1	200	4,000	Commenced September 17; for a new agreement providing for increased wages and other changes; untermi- nated.
CONSTRUCTION—				
<i>Buildings and Structures—</i> Plumbers and steamfitters, Montreal, Que.	...	4,000	74,000	Commenced September 13; for a new agreement providing for increased wages, following reference to arbi- tration board; untermiated.
Carpenters, Ottawa, Ont.	18	( <sup>3</sup> ) 900	3,600	Commenced September 17; for im- plementation of award of concili- ation board for increased wages in new agreement under negotiations; terminated October 6; conciliation; compromise.
SERVICE—				
<i>Business and Personal—</i> Garage workers, Albemi and Port Albemi, B. C.	7	43	200	Commenced September 7; for new agreements providing for reduced hours from 44 to 40 per week with same take-home pay, following reference to conciliation board; terminated October 6; negotiations; in favour of workers.



**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER 1954<sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During October 1954				
MINING—				
Coal miners, coke oven, sawmill and bush workers, Michel, B.C.	1	605	3,630	Commenced October 18; protesting change in commencement time of shifts; terminated October 25; return of workers pending reference to umpire; indefinite.
Coal miners, Thorburn, N. S.	1	324	324	Commenced October 19; protesting two-day suspension of a miner for refusal to obey orders; terminated October 20; return of workers; in favour of employer.
MANUFACTURING—				
<i>Vegetable Foods, etc.—</i> Canning factory workers, Kelowna, Penticton, Vancouver, Ashcroft, Mission City, B.C.	5	531	3,500	Commenced October 19; for a new agreement providing for increased wages and fringe benefits, follow- ing reference to conciliation board; unterminated.
<i>Tobacco and Liquors—</i> Soft drink routemen and helpers, Montreal, Que.	1	54	54	Commenced October 14; alleged dis- crimination in dismissal of two workers; terminated October 14; replacement; in favour of employer.
<i>Textiles, Clothing, etc.—</i> Shirt factory workers, Montreal, Que.	1	75	1,200	Commenced October 7; for a union agreement providing for increased wages, following reference to arbi- tration board; untermiated.
Textile factory workers, Kitchener, Ont.	1	97	800	Commenced October 20; for a new agreement providing for increased wages and fringe benefits, follow- ing reference to conciliation board; unterminated.
<i>Metal Products—</i> Machinists, Lachine, Que.	1	<sup>(4)</sup> 950	14,000	Commenced October 9; for a new agreement providing for increased wages and other changes, following reference to arbitration board; terminated October 30; negotia- tions; compromise.
Motor vehicle factory workers, Windsor and Oakville, Ont.	2	7,632	109,000	Commenced October 10 and 15; for new agreements providing for in- creased wages and fringe benefits, following reference to conciliation boards; untermiated.
Structural steel fabricators and erectors, Lachine and Longue Pointe, Que.	2	1,132	11,880	Commenced October 15; for a new agreement providing for increased wages and reduced hours from 42½ to 40 per week with same take- home pay, following reference to arbitration board; untermiated.
Plumbing and heating equipment factory workers, Toronto, Ont.	2	<sup>(5)</sup> 736	5,150	Commenced October 21; for a new agreement providing for increased wages, following reference to con- ciliation board; untermiated.
CONSTRUCTION—				
<i>Buildings and Structures—</i> Carpenters, Toronto, Ont.	103	3,500	3,500	Commenced October 4; for a new agreement providing for increased wages, following reference to con- ciliation board; terminated Octo- ber 4; conciliation; compromise.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER 1954<sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Estab- lishments	Workers		
Strikes and Lockouts Commencing During October 1954—Concluded				
Bricklayers, masons and plasterers, Toronto, Ont.	103	1,200	8,400	Commenced October 4; for a new agreement providing for increase wages, following reference to con- ciliation board; terminated Octo- ber 13; conciliation; compromise.
Plumbers, apprentices and helpers, Winnipeg, Man.	65	400	6,000	Commenced October 4; for a new agreement providing for increased wages; terminated by October 28; negotiations; in favour of workers.
Plumbers and steamfitters, Southwestern Ontario.	14	(4) 201	800	Commenced October 6; for a new agreement providing for increased wages retroactive to July 1-54 and pay for travelling time, following reference to conciliation board; terminated October 12; negoti- tions; compromise.
Carpenters, Cornwall, Ont.	1	60	120	Commenced October 18; alleged dis- crimination in employment and dismissal of workers; terminated October 19; return of workers; in favour of employer.
Cement finishers, Toronto, Ont.	103	280	2,800	Commenced October 18; for a new agreement providing for increased wages, following reference to con- ciliation board; untermiated.
Electricians, apprentices and helpers, Toronto, Ont.	1	80	160	Commenced October 25; for a new agreement providing for increased wages and term of agreement, following reference to conciliatio- board; terminated October 26; conciliation; compromise.
TRADE— Glass workers, mechanics and truck drivers, Calgary, Alta.	3	47	375	Commenced October 13; for a new agreement providing for increased wages and pay for three additional statutory holidays, following re- ference to conciliation board; ter- minated October 22; conciliation; compromise.
SERVICE— Public Administration— School maintenance men, Windsor, Ont.	18	26	90	Commenced October 8; for union recognition; terminated October 12; negotiations; in favour of workers.
Public works employees, Wallaceburg, Ont.	1	18	198	Commenced October 19; for union recognition; untermiated.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual report.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

<sup>(3)</sup> 150 indirectly affected; <sup>(4)</sup> 600 indirectly affected; <sup>(5)</sup> 205 indirectly affected; <sup>(6)</sup> 1,360 indirectly affected.



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